

# ALL HANDS

FEBRUARY 1980



in this issue:

Women Aboard Spear  
R&B-Military Retirement





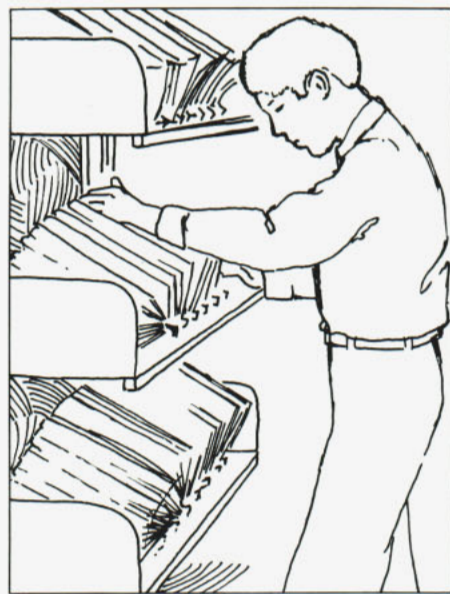
*Madame Valéry Giscard d'Estaing, First Lady of France, presents a bronze commemorative medallion to QMC Murray White at the Elysee Palace in Paris. QMC White and eight of his shipmates, who also received medallions, were special guests of the French government during the recent visit of their ship, USS Comte de Grasse (DD 974) to the port city of Brest.*

*Lieutenants Robert Holt and Tom Corcoran, LTJG George Busse, ETCS Ken Campbell, STGC Kary Cattrell, STGI Will Casassa, CSM2 Joe Briggs, OS3 Dave Willey and Chief White were flown to Paris and treated to three days of sightseeing. (Photo: Présidence De La République Française—Service Photographique)*





Page 16



Page 22



Page 37

# ALL HANDS

**MAGAZINE OF THE U.S. NAVY—57th YEAR OF PUBLICATION  
FEBRUARY 1980**

**NUMBER 757**

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.  
Director, NIRA Print Media Div: LT Christine A. Zebrowski

## Features

- 6 BMC GERALD NAYLOR OF THE SHAKORI**  
"People open up to me"
- 10 THE BIG COUNTDOWN**  
A look at the all-inclusive 1980 census
- 12 WOMEN ABOARD SPEAR**  
Opportunities abound for women on sea duty
- 16 THE ONLY "ADMIRAL OF THE NAVY"**  
Hero of Spanish-American War had long and colorful career
- 22 MAKING THE SYSTEM WORK FOR YOU**  
Maintaining spare parts inventory aboard operating ships
- 27 LAWS OF THE NAVY**  
Two brothers and a sister follow in father's footsteps
- 30 SINGLE PARENT IN JAPAN**  
Mother and son adjust to life in the Far East
- 32 STILL GOING STRONG**  
Elk Hills petroleum reserve serves the nation
- 37 YOUR RETIREMENT**  
Final installment in a series on Navy Rights and Benefits

## Departments

**2 Currents                      28 Bearings                      48 Mail Buoy**

## Covers

Front: Seaman Apprentice Sheila Dowling aboard submarine tender *L. Y. Spear* (AS 36) at Norfolk, Va.  
Back: Chief Boatswain's Mate Gerald Naylor's leadership shows concern for others. Front and back cover photos by PH1 Jim Preston.

Staff: Editor: John F. Coleman; News Editor: Joanne E. Dumene  
Associates: Richard Hosier (Layout), Michael Tuffli (Art), Edward Jenkins (Research). Writers: JO1 James R. Giusti, PH1 Jim Preston, JO2 P. M. Callaghan, JO2 Bob Rucker, JO2 Barbara Tein-Geddes, JO2 Steve Bellow  
Production: LTJG William B. Sonntag, LTJG Jim Mulvey, DM1 Ed Markham, Elaine McNeil

Send mail to: *All Hands*, Hoffman No. 2, 200 Stovall St., Alexandria, VA 22332.  
Phone: (202) 325-0495; AUTOVON 221-0495.  
Message: NAVINRELACT WASHINGTON DC (PASS TO ALL HANDS)



# Currents

## Navy Relief Society Carries Bigger Load



The Navy Relief Society's workload has increased 25 percent since 1978. The organization is financially sound and can handle the demand surge. Navy members and their families have a special relationship to this organization, and should support it any way they can. That's a summary of what Chief of Naval Operations Admiral Thomas B. Hayward said about the society in NAVOP 175/79. The society's greatest need is for additional volunteer workers to help process aid requests and provide responsive assistance to needs of Navy members and their families. ADM Hayward urged all commanders, COs and OICs to encourage members of their communities to join in the important and fulfilling work of taking care of their own. He also encouraged participation in advisory boards of local chapters of the society to promote good relations and communication between the society and the Navy. ADM Hayward cited the society's recent readiness to aid when it looked as though there might be delays in the Oct. 15 payday as an example of what the society is trying to accomplish, and called for steady and ongoing support of the Navy Relief Society.

## Fleet Up By Two Ships—One Delivered Early

Two ships joined the U.S. fleet in mid-December in traditional commissioning ceremonies in Bath, Maine, and Pascagoula, Miss. The two ships joining the active fleet are the destroyer *O'Bannon* (DD 987) and the guided-missile frigate *McInerney* (FFG 8). With these two new additions, the total ship operating force will reach 532 (456 active; 52 Naval Reserve force; 24 naval fleet auxiliaries). The new frigate is being delivered to the Navy 11 weeks ahead of schedule by its builder, Bath Iron Works. According to Bath president, John F. Sullivan Jr., "The early delivery is a tribute to our shipbuilders and to expert direction from the Navy." He went on to say, "It is a superior ship class... expertly managed by the Navy, on time, within cost and exceeding performance specifications." *McInerney* is named for the late Vice Admiral Francis X. McInerney. He distinguished himself in the World War II Pacific Fleet actions in the Battle of the Coral Sea and in fierce torpedo and gunfire attacks in the Solomons. The ship is an *Oliver Hazard Perry*-class frigate. The principal speaker at *McInerney*'s commissioning was Secretary of the Navy Edward Hidalgo. Mrs. Joan McInerney Kelly, daughter of the late vice admiral, served as the ship's sponsor. The destroyer *O'Bannon* is the third Navy ship to bear that proud name. It honors Marine Corps hero First Lieutenant Presley O'Bannon who led Marines in a successful attack on Barbary Pirate Positions in Tripoli in 1805. Congressman J. Kenneth Robinson was the principal speaker at the ceremonies while Mrs. Robert H. Barrow—wife of the Commandant of the Marine Corps—was *O'Bannon*'s sponsor. The new *O'Bannon* is a *Spruance*-class destroyer.



## Giant Christmas Card from Chicago

More than 15,000 citizens of Chicago personally signed a giant Christmas card to U.S. sailors in the Indian Ocean Task Group who could not be home for Christmas due to the crisis in Iran. First to sign the card—which was available for public signing in the lobby of Chicago's City Hall—was Mayor Jane M. Byrne. "This unique Christmas greeting will be one way the people of Chicago can express their thanks to these young men and women who won't be home with their families," she said. Twenty-three surface ships, with more than 18,000 U.S. Navy sailors aboard, were deployed during Christmas to the Indian Ocean region.

## Credit Plan OK'd for Yokosuka Exchange

Authorized patrons of the Navy Exchange in Yokosuka, Japan may now purchase certain categories of items on a deferred payment or credit plan. The plan was introduced in Yokosuka in mid-November, and if it proves successful, it will be extended to other overseas exchange facilities as well. Items covered by the deferred payment program are: clothes, household goods, furniture, audio and photo equipment, jewelry, auto tires, parts and repairs and home heating oil. There is a \$50 minimum purchase requirement, and the goods must be paid for within 12 months, or two months before the purchaser departs from the overseas location. There is a monthly interest charge of 1 percent of the unpaid balance. Credit limits are based on individual customer's uncommitted income. The top credit line of \$1,000 is based on \$300 of uncommitted income per month. Lesser uncommitted income levels would qualify for lower credit limits.

## NJROTC— A Second Career



Retirement at the end of a 20- to 30-year Navy career doesn't necessarily have to mean the end of naval service. The NJROTC program, hosted by senior high schools throughout the country and in Guam, provides a great second career for former military personnel. The program employs a minimum of two instructors at each school. Naval science instructors (NSI), who must have a baccalaureate degree, are former commissioned officers—W-2 to O-6—and assistant naval science instructors (ANSI), former enlisted members—E-6 to E-9 and W-1s—must have high school diplomas or equivalent. Curriculums taught include citizenship, leadership, naval history and orientation, basic seamanship and navigation. Minimum salaries are at least equal to the difference between the NJROTC NSI's or ANSI's retired pay and active duty pay and allowances, excluding incentive pay. Individual instructors may negotiate with the school for additional pay or fringe benefits. Applicants must be certified by the Chief of Naval Education and Training, have at least 20 years of active service, and have been retired within three years when they apply. Active duty personnel are not to apply for NJROTC teaching positions more than one year prior to their anticipated separation from service. For more information, write: Chief of Naval Education and Training (Code N-16), Naval Air Station, Pensacola, Fla. 32508.



## Women To Be Eligible for Active Duty LDO Program



The Navy has announced plans to open the active limited duty officer (LDO) program to women. The program will be open for female applicants starting with the FY 81 procurement cycle. For the first time since the LDO program was established in 1948, female CWOs and senior petty officers will be able to compete for LDO appointments. All enlisted applicants must meet the minimum requirements of eight years naval service and be serving in paygrades E-6 through E-8. For FY 81, the Chief of Naval Personnel has approved a one-time waiver of the maximum paygrade and time-in-service requirements for female applicants so that women who are E-9s or have more than 16 years' service will be afforded the opportunity to compete for an LDO appointment. All interested individuals are encouraged to see their career counselor and examine NAVMILPERSCOMNOTE 1120 of 29 November 1979. This note contains details on the active and inactive LDO and WO programs for FY 81.

## CNO Announces Objectives to Start 1980s



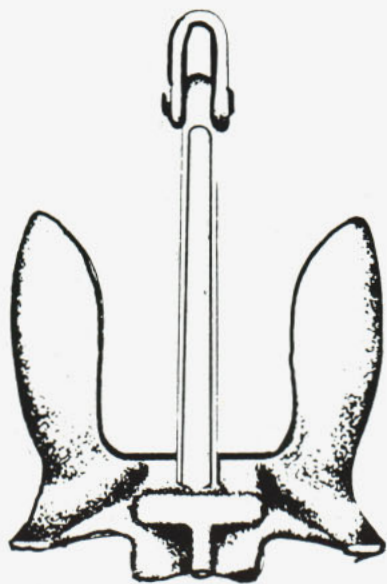
Chief of Naval Operations Admiral Thomas B. Hayward has announced his objectives for 1980. In a memo to flag officers, unit commanders, commanding officers and officers in charge, ADM Hayward said his objectives were all directed toward one goal—running the Navy the right way. Retention continued to receive CNO's number one emphasis, with several goals for the Navy to accomplish internally and other items for outside action being announced. ADM Hayward called on Navy people at all levels of the chain of command to inspire more satisfaction and pride, and reaffirmed his determination to obtain more equitable compensation for Navy people. Citing 1979 as a good year in ongoing efforts to make the best use of the assets the Navy has, ADM Hayward stressed the importance of anticipating the effects of inflation in order that we might execute the FY 80 program with maximum efficiency. In addition, ADM Hayward emphasized plans and programs to upgrade officer and enlisted professionalism and continue strong efforts in the area of people programs which offer all Navy people equal opportunity and realize their value to the Navy. Turning to moves directed at streamlining operations and increasing fleet readiness, CNO directed strong efforts be made to reduce administrative burdens on operating forces, noting the strides already made have not totally filtered down the chain of command. Discussing the "One-Navy" concept, ADM Hayward indicated his ongoing support for a strong Naval Reserve, including seeking funding support for new construction Naval Reserve force ships. CNO concluded by directing renewed efforts on improving perceptions of the Navy. He called for a unified voice on issues of vital importance, and efforts on everyone's part to reduce waste or excess costs. Commanding officers at all levels have been directed to give CNO objectives high priority in 1980. They will have the important task of applying these goals within their commands and of familiarizing all hands with the details necessary to meet these objectives.



## In Brief . . . .

**Paydays Assured for Military . . .** House and Senate conferees agreed on language for a second continuing resolution to replace the one which ended Nov. 20. This resolution will remain in effect until enactment of the FY 80 DOD Appropriation Act and the FY 80 Military Construction Appropriation Act, or until the end of FY 80 (Sept. 30, 1980). This action assures regular military paydays and ongoing operating expenditures.

**Antarctic Postmarks Available . . .** Stamp collectors can get Antarctic postmarks and Amundsen-Scott South Pole and McMurdo Station cachets. A maximum of two envelopes may be sent, with correct domestic postage (or U.S. postage at international rates for overseas addresses) affixed. Leave sufficient space for station cachets (stamped designs) on the lower left-hand front of return items. Clearly mark your submissions "McMurdo Station" or "South Pole Station" on the outside envelope, and mail to: Philatelic Mail Clerk, Box 700, McMurdo Station, U.S. Naval Support Force (Antarctica), FPO San Francisco, Calif. 96692.



**PAC Fleet Golden Anchors . . .** Pacific Fleet winners of the FY 79 Golden Anchor Award have been announced. The award recognizes outstanding programs and accomplishments in one of the Navy's most important endeavors—retaining trained, experienced petty officers. The best in FY 79 were: USS *White Plains* (AFS 4); USS *Whipple* (FF 1062); USS *Pluck* (MSO 464); Seal Team One; USS *Kitty Hawk* (CV 63); VF-161; HC-3; NAS Agana, Guam; Fleet Activities Yokosuka, Japan; SRF Subic Bay, R.P.; USS *Thomas Jefferson* (SSBN 618); USS *Hunley* (AS 31); FLETRAGRU Pearl Harbor, Hawaii; NMCB-4; FACSFAC San Diego, Calif. The FY 79 Golden Anchor Award presented to NMCB-4 is the second consecutive retention kudo for that unit.

Wounds received from a terrorist attack on Dec. 3 at Sabana Seca, P.R., didn't prevent Cryptologic Technician (Technical) Second Class Cynthia C. Edwards from continuing her naval career.

On Dec. 18, CTT2 Edwards reenlisted for four years during ceremonies at the Naval Security Group Activity, Sabana Seca. That was only 13 days after receiving the Purple Heart for gunshot wounds suffered during the attack in which two American sailors were killed and 10 others wounded.

A native of Monroe, N.C., CTT2 Edwards reenlisted under GUARD III for orders to the Naval Security Group Activity, Fort Meade, Md., and will transfer there this month.



# BMC Gerald Naylor

---

## “People Open Up To Me”



The golden anchor on his cap shines in the sun as he reflects upon his past: “When I joined the Navy, I really just wanted to get away from home and do some traveling. You know, the regular reasons. And during that early time when I was puttin’ in my duty as a mess cook, I’d hang around and listen to what people were saying about the Navy.”

Chief Boatswain’s Mate Gerald Naylor breaks away from his recollections long enough to bark an order in the direction of two sailors. They were fighting with a huge white python passing itself off as a harmless length of rope. He is the chief master-at-arms of the fleet tug USS *Shakori* (ATF 162) at Little Creek, Va. and also the senior enlisted adviser. Chief Naylor is a busy man, and he loves it.

“Anyway,” he concludes, “I decided the young ones like me didn’t know what they were talkin’ about because they hadn’t been around long enough to know. I liked what the career guys had to say—so I stuck around.”

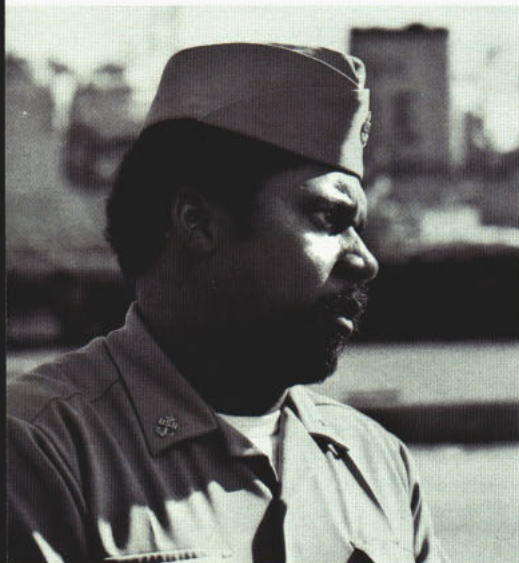
The 33-year-old veteran of 15 years who grew up in the countryside of Frederick, Md., “stuck around” through shore duty in Newport and sea duty with two ships: USS *Corry* (DD 817) and USS *Newport News* (CA 148). He went on to the nation’s capital for



three years as a recruiter before serving as port liaison officer in Bahrain, off the Saudi Arabian coast. There, he advanced from E-5 to chief before reporting to *Shakori* last year.

Aboard ship, his awareness goes beyond the mere physical presence of his men and the tasks they perform. This awareness considers the personalities involved as well. He's a leader who answers the demands of his position—a position that calls for competent leadership and responsibility.

"I don't like to dictate to my men," he says, and spreads his hands over a large pile of coiled line. "Telling them to go do this or go do that without any reason attached just doesn't cut it. I'm the kind who's gotta get in there with 'em. Personal involvement...." His voice trails off. Something aft has caught his attention. His eyes record the incident, then turn back again.



"See, I figure if I actually show someone what to do the first time, then the job's bound to be done right." Then he smiles. "But sometimes they forget and you have to show 'em again."

Not afraid to get dirt on his hands, the chief can be seen frequently doing a job right alongside his men, providing direction through action.

And he's not afraid to admit he needed some direction himself, because as a high school dropout he didn't

know what the next step in his then-uncertain life would be. Chief Naylor's story of "how I joined the Navy" sounds like many, but the approach he takes toward his duty is notably his own.

As a recruiter in Washington, D.C., Naylor "laid it on the line to the ones I spoke to—told 'em exactly what shipboard life was going to be like." Four or five sailors are busy swabbing *Shakori's* deck. They certainly know what shipboard life is like. "Because you see, I was always assuming that one of these days I'd meet up with some of these guys I was recruiting. So I'd be sure to give 'em an honest picture of what to expect.

"At the same time, I'd think to myself: 'Is this the kind of person I could see myself working with aboard ship? Would I want to work with him if he was assigned to my section, or not?' " A maxim of Navy life holds true in recruiting, too: You've got to get along with the people you work with.

"So if I thought some guy wouldn't be good for the Navy, if I couldn't see myself working with him, then I'd steer the man back to where he came from. Navy people have to adapt to changing situations more often than other people, because of this transitory way of life we've got. The Army and Air Force are a lot more stationary in their lifestyles."

While looking for 'flexibility in recruits, Chief Naylor also noticed that the Navy was taking a more open-ended approach toward placing recruits into jobs. "Most of the time, when a person comes in, the big reason he wants to join is the educational opportunities—at first.

"But sometimes after doing some talking, you get the feeling he isn't sure about what he wants to be educated for. Maybe he just wants to travel for a while. So sometimes it's better to let the guy go to sea first instead of pushing him into an 'A' school he might not really want. We find that this kind of thing has happened a lot, which is why the Navy is affording

more chances all the time for lateral conversion."

As two more sailors start another round with the white-rope "python" on deck, the chief says, "In the service, you can set your own pace for the achievement of goals. But it's not a bad idea to be sure those are the goals you want to go after."



A first class petty officer climbs a ladder and discusses an idea for correcting a technical problem aboard *Shakori* with Chief Naylor. The chief listens and nods his head. The plan sounds good to him and he smiles about life on the fleet tug as the first class rushes away, armed with his superior's approval.

"We do everything we possibly can to keep improving this tug and the morale of its crew." A length of chain grows taut between the grasp of his two fists. Someone ashore rides a bicycle near the dock area where the tug is berthed. Naylor's eyes fasten on the spinning wheels that sparkle in the Virginia sun. The subject of morale fills his mind.

"Normally, you can tell when there's a morale problem. If you're sharp, you start catching some signals—the quality of work that goes on, or how the crew is functioning together. It



# BMC Gerald Naylor

isn't always easy, but you can actually see the changes in morale. By paying attention to the little details in behavior, like, at what point does a guy lose his temper? Is it at the same point now that it was a month ago? Or how about the attitude he carries around with him? What's the man's present attitude compared to the way it used to be?"

"We hold group meetings with the first class POs and chiefs. We talk about the things we can do to make the morale of our ship—this tug of ours—better. And then we do it. No sense talkin' about it if you don't go ahead and do it.

At sea or in port, maintaining the crew as a stable and effective working unit is to a great extent Gerald Naylor's

responsibility. It's a vital one which is amplified by his additional role as senior enlisted adviser. It's a key position in the hierarchy of ship's morale. And it's a role he performs more than adequately.

"Free-lance," he says, propping his head up on one fist. "That's how I describe my attitude toward life. I've got my own definite way of thinking, but I'm always available to the thoughts of others. Ever since I can remember, people have always had a tendency to open up in their conversations with me and talk about problems they don't broadcast to others. As the senior enlisted adviser here, I don't have to encourage discussion—it just happens.

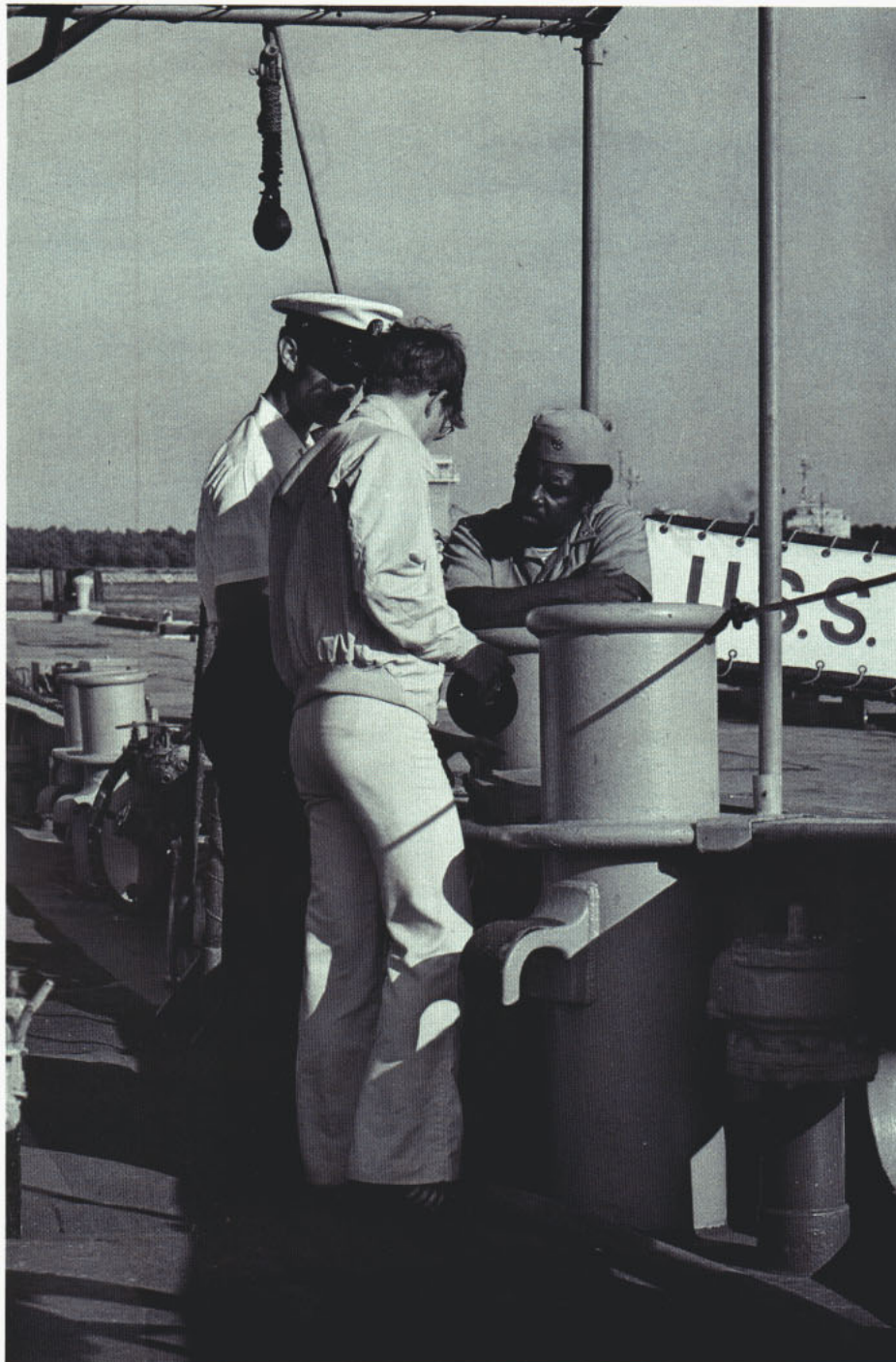
"As a result, I've learned to be a real good listener. Because usually, that's all it really takes—very little talk from me most of the time. The guy who's talking to me already knows the answer to his problem. He just needs a push in the right direction, and that's where my 'advising' comes in; that's where it's important."

He walks slowly across the deck. His eyes take in all that's going on. They're the type of eyes that look as though they could examine the pattern of a few brushstrokes on a wall and come up with a dossier on the painter.

"A lot of the problems I hear about are like the ones I had when I was younger. Sure, I got married as a seaman and experienced a few financial problems. But I found the best way to defeat those problems and others like them was to make sure my wife and I understood each other, and dealt effectively with our marriage."

He cranes his head skyward for a moment; the sun has begun its descent over Little Creek, home of the *Shakori*, 34 years old last December. "But I don't try to relate my own solutions to the problems of these men. I've found that it just doesn't work that way and usually makes things worse."

Chief Naylor isn't the man to offer prescriptions for the cure of life's ills; he knows better than that. He knows





the sailors who come to see him are going to do as they please, regardless of what he says. But he also knows the issue isn't really advice; it's being able to provide a counterpoint to another's existence—to be a yardstick by which the other person can measure his own decisions.

"I don't consider myself some kind of father figure, but I am older and more experienced. It gives these younger guys something to look at while they're going through the same kind of changes.

"But most definitely, the biggest part of being a senior enlisted adviser is

part that actually exists. Then we work on a solution."

He walks the length of the ship he strives to perfect, improving its crew while improving himself. The constant shift of his eyes up and down the tug's deck betrays this basic fact of his professional life: nothing is more important than *Shakori*, and won't be until the day when the ship is decommissioned and its crew is transferred elsewhere on the 29th day of this month.

The man who walked away from high school as a teenager got his general education and development (GED) diploma a long time ago. It was part of the picture he saw for success in the Navy, a picture he's been painting ever since.

This year, Gerald Naylor applies for acceptance into the warrant officer program. If that doesn't work, he'll continue on the road to master chief, a rank he's confident of achieving within the next five or six years. Confidence is

the key to any success story; it's one of the words that best describes him.

"I've always pushed myself—always had this attitude about wanting to succeed and do it as fast as I possibly can," he says. "But I've received a lot of help along the way. Voluntary responses from people around me—pushing *me* in the right direction with their own good will. People have always been willing to help."

BMC Naylor continues his walk on the fleet tug's starboard side, but his presence covers the entire ship. One could say he was just "a regular guy"—a regular guy who loves his job, deals honestly with people and his responsibility to others. A regular guy who's harnessed his own desire for success to his natural abilities and come up with an existence full of meaning.

Which really isn't all that regular.

—Story by JO2 P. M. Callaghan  
—Photos by PH1 Jim Preston



helping the commanding officer to stay in touch with his crew. He can't be expected to have direct contact with them all the time, and this is where I come in." He gazes down into the water where the tide is coming in.

"I facilitate his contact with the crew by playing the 'middle man' of sorts. Someone talks to me about his difficulties, and then I take a long, hard look. Are there personal feelings involved in this area that are impeding this man somehow? Does a problem really exist? Is it his mind or someone else's? If it doesn't exist, what's the reason behind the man's claim—why does *he* see a problem when I *can't*?

"I sort the thing out and then turn around for a talk with the captain. We discuss the very root of the matter—the





# 1980 Census



## The Big Countdown

American households in many parts of the world soon will be asked to contribute to one of the largest peacetime efforts ever mounted—the 1980 Census. It begins April 1.

The United States Bureau of the Census will count residents in the United States, Puerto Rico, the Virgin Islands, Guam, American Samoa, and the Trust Territories of the Pacific Islands. Census questionnaires also will reach Navy people wherever they are—serving aboard ships, living in barracks or military housing, or residing overseas.

On or about March 28, four out of five households will receive in the mail the Census Bureau's short questionnaire with its 19 questions. The remaining households will receive the longer version with 46 additional questions.

By the time the last person is counted sometime during the summer of 1980, the Census Bureau will have reached an estimated 222 million residents and 86 million housing units and gathered more than three billion answers.

Never in the history of the census, which has been taken every 10 years for the last 190 years, have findings played as important a role in American life as they do today. Since the 1970 census, Americans have gone through dramatic changes in many aspects of their lives—housing, energy use, occupation, income, and commuting habits, to name a few. The 1980 census results will provide meaningful data that will benefit every American.

Besides measuring how well the nation is doing, and helping private and public officials decide how and where to spend billions of dollars, the census will provide a basis for reapportioning seats in the House of Representatives. Recent population estimates by the Census Bureau suggest that extensive redrawing of district boundaries will be necessary after the 1980 census. California, Texas, Florida, Utah, Oregon, Tennessee, Washington and Arizona may gain one or more seats, while New York, Ohio, Illinois, Pennsylvania,

Michigan and South Dakota may lose seats.

A number of innovative methods will be used during the 1980 census to obtain the best possible count. Houses reported as vacant will be double-checked and census takers will be placed in all-night movies, taverns, and on street corners in major urban areas to find the uncounted.

The Census Bureau also has made an unprecedented effort to prepare a complete list of mailing addresses to assure that every household receives a questionnaire.

After answering the census questionnaire, recipients should either mail back the form on April 1 or hold it for a census taker to pick up, depending on the instructions supplied with each form. One out of every 10 households, mostly in sparsely-settled areas in the Western half of the nation, will be visited by census takers who may ask additional questions when they pick up the census questionnaire.



It is estimated that \$2 million will be shaved from the cost of the census for every 1 percent of the nation's households that promptly mail back fully-answered questionnaires.

Federal law requires everyone to answer the census; it also protects the confidentiality of personal information. The only people who can see an individual's replies are census employees, who are sworn to secrecy under threat of a \$5,000 fine and five-year prison term. In the 50-year history of the modern census confidentiality law, landmark court rulings have continually upheld the Bureau's refusal to release such information, even to the Secretary of State, the Attorney General, or to corporations involved in litigation.

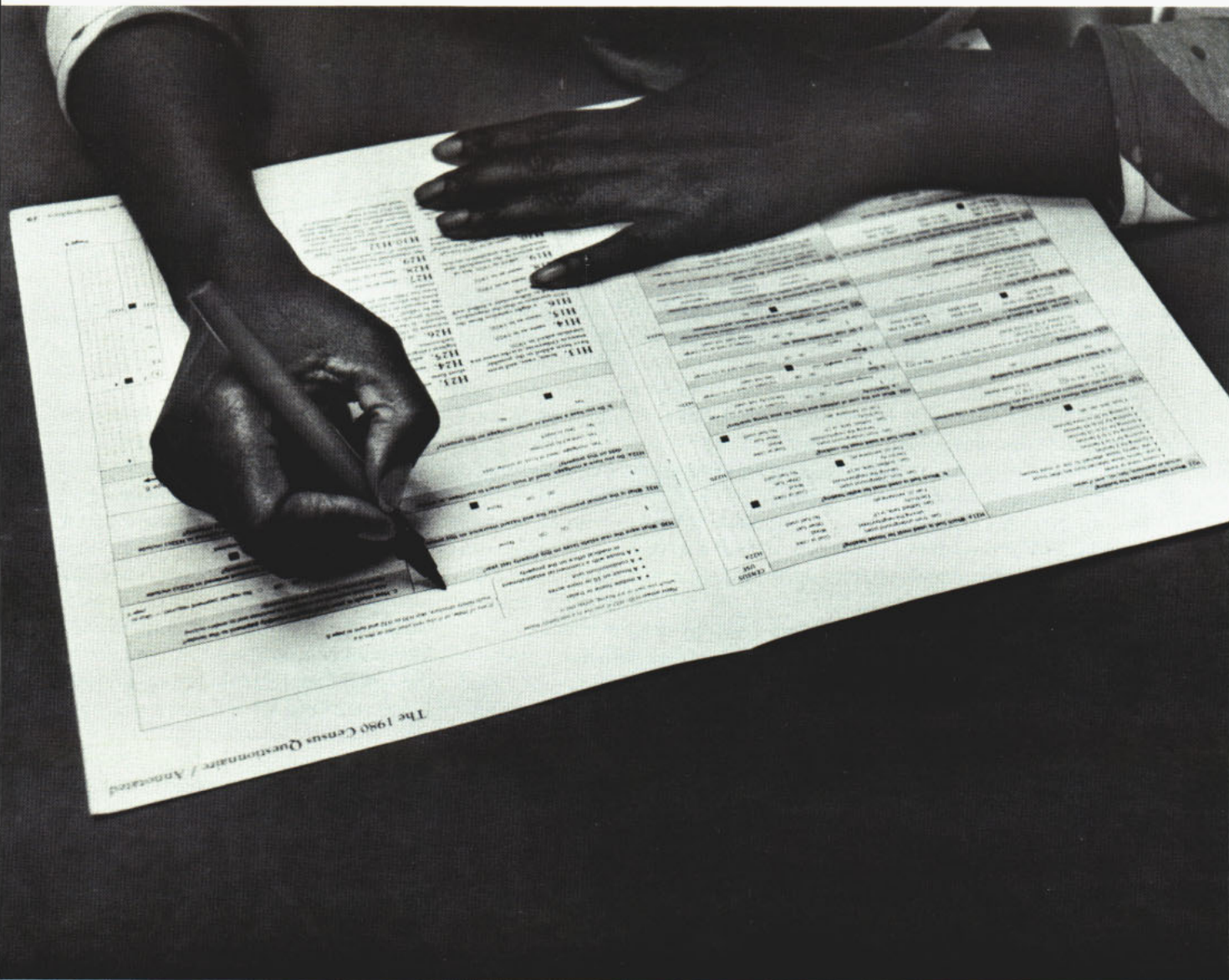
Concern is often voiced about why particular questions are included in the census. For example, one question asks about plumbing facilities. Why? Because, for several decades, plumbing facilities have been an important indicator of housing quality. More than half the questions asked in the 1980 census focus on the nation's 86-million housing units—their condition, their value, home energy usage and other subjects of statistical importance for the planning and management decisions that confront government and the private enterprise system. The adequacy of plumbing facilities is a key factor in determining which communities receive federal housing assistance funds.

In addition, answers obtained from

the 1980 census will help determine the allocation of federal funds to provide more jobs, help for abused children, crime prevention assistance, extra teachers and upgrading of federal highways.

On a more local level, census data will give information about the number of working mothers, median family income and the ages of children. This information will help locate areas in need of private day care centers.

For the 1980 census to record accurately the ethnic, economic and social status that's continually changing within our society, every person must consider it his or her duty and obligation to take part. Stand up and be counted. ↓





# Women Aboard Spear

When USS *L. Y. Spear* (AS 36) heads out to sea, wives and girlfriends aren't the only ones waving farewell from the pier. Husbands and boyfriends of 94 enlisted women and four female officers serving aboard the Norfolk-based attack submarine tender wave goodbye as well.

Home for more than 40 officers and 1,000 enlisted men and women, *Spear* is one of five Navy ships that includes women as part of the ship's company. Women first reported to *Spear* in October 1978 when the law prohibiting the assignment of women to fill sea duty billets on ships, other than hospital and transport ships, was amended. They weren't the first women to report to a Navy ship since the new law took effect—that distinction belongs to the women aboard USS *Vulcan* (AR 5)—but they were part of approximately 400 Navy women who made history by being among the first on board ships in fiscal year 1979.

As Yeoman First Class Ruth Deussen, a repair administrative assistant said, "We weren't first—we were second. By the time we reported to *Spear*, a lot of the novelty had worn off."

For most of the women, missing out on much of the publicity surrounding women aboard Navy ships hasn't diminished their overall enthusiasm about being with *Spear*.

"You get a little tired of the publicity. Instead of letting you do your job, some-

one keeps shoving a microphone in front of you, asking you what your job is," said Electronics Technician Second Class Kathryn Anderson.

*Spear* provides mobile facilities, support and service to nuclear subs. Working around the clock, the ship serves as a floating industrial-maintenance complex complete with a computerized supply center, ammunition storage and repair shops.

Personnelman First Class Vickie Williamson said, "For me, the most exciting part of being here was the feeling I got when I walked up the gangway for the first time. I felt the same way when I graduated from boot camp. It's a good feeling knowing you're helping to shape history."

Talk among *Spear's* women centers on work and how they adjust to life on a ship. Although competition does exist between the sexes, its importance is played down by most women.

"The guys I work with don't push me to carry more than I can handle," said Engineman Fireman Marie Sande. "There's no reason for me to strain myself trying to prove something. If I get hurt, they know they'll be short-handed."

Most women working with men find acceptance once the ground rules are worked out. Electronics Technician Third Class Valerie Burch said, "I set them straight right off. If something was said or done that I didn't like, I told

them. They're considerate of me and I don't try to outdo them."

Refuting the idea that women can't handle their fair share of work on a ship, Seaman Sheila Dowling, a food service attendant, said, "Maybe women can't do some jobs as quickly or maybe we can't carry as much, but little by little, we get the job done. There are some guys who have a hard time with the physical work, too."

Getting any job done means pitching in, not resorting to tears in hopes that the men will do the task. "Some of the guys are afraid we'll shirk our responsibilities by playing the helpless female who bats her eyelids or cries," said ET2 Anderson. "We wouldn't be here if we resorted to that kind of behavior."

According to ENFN Sande, a better tactic when a tough job comes along is a sense of humor. "I started off one day feeling really good. I put on a nice, clean, starched uniform and even a little makeup. We were disconnecting the outlet lines in a submarine. The guy I was working with figured the lines were clean but told me to hold a plastic bag underneath just in case. The next thing I knew, I was wearing eight gallons of very warm oil—it was running all over me. All I could do was laugh."

Getting used to shipboard routine and even finding your way around takes

*Navy women meet the challenge of life at sea in traditional and nontraditional roles.*









*A break gives SN Jolene Schira and DP3 Karan Miller time to exchange a few sea stories.*

time and practice. For many women, these adjustments aren't any different from those which have to be made by men reporting to their first ship.

"Men come here from boot camp just like women do. I came on board not knowing anything about compartment numbers, different drills or shipboard routine," said Seaman Mary Kathryn Pence. "How do you learn? Just like everyone else—get lost, ask questions, and pay attention. We all have to learn together, so it isn't that much different for women than for men."

"Actually, women have it easier than

men. Men are more willing to help a woman than another man; as women, we're more supportive of each other," said ET2 Anderson.

Finding your way around is only half the battle. "When your division officer tells you to get something, you have to learn your way around," said Interior Communications Technician Third Class Debbie Hughes. "You figure out what compartment numbers mean but more importantly, you learn the slang."

While most sailors learn all things eventually, women find the berthing arrangements take a little longer to get used to—still, the only major difference between male and female berthing areas is in the heads. Some plumbing modifications were made but just because a

compartment houses women, it doesn't guarantee women any special privileges. They found that no satin sheets, colored towels, or personal pictures grace the sleeping compartments. Just plain Navy issue is the rule for all from sleeping quarters to uniforms. Besides, decorating isn't allowed because of shipboard fire regulations.

Instead of conventional bunk beds, Navy racks are stacked three high with a storage area under each mattress. That small storage area is part of the reason why all that time in boot camp was spent teaching recruits how to fold and stow clothing.

"For older people, it's harder if they don't live off base," said YN1 Deussen, a Navy woman with 12 years in. "First and second class petty officers have been in longer and make more money so they have more household goods and personal possessions. With sea duty, you don't have room for those things, so into storage they go. You don't know when you'll see them again. It's a real letdown for someone who had a nice, two-bedroom apartment to find herself stuck with a two-by-six rack and two lockers."

Aside from the cramped quarters, some women complain about the lack of privacy and noise. But ET3 Burch still looks on her experiences from the bright side. "Sea duty is an experience that everyone in the Navy should go through. You learn to adapt. It's not that hard. Women have a lot of give and take. If you're considerate, others will be considerate, too."

Sea duty and seasickness may not be as closely related as one might think. Although some women—and some men—confess to "turning green" when *Spear* goes out to sea, remaining tied up dockside is an advantage. "There's not much movement and what is there lulls you to sleep. This is a comfortable ship," said YN1 Deussen.

But going to sea is the part that Dentalman Teri Peterson looks forward to. "I turned down a billet in Hawaii to come to *Spear* and I love going to sea."

Most non-rated people reporting to their first ship—women included—start out in the first lieutenant's department.



These are physically demanding jobs that few people like. They are jobs that must be done, however, so for six months or longer, seamen handle the load. But life in the Navy on board ship doesn't deadend for a person assigned to mess cooking or to the deck force. They usually complete courses for another rate and eventually move up the ladder.

Some mess cooks may not especially like the jobs but the crew in general finds little to complain about the food mess cooks help prepare and serve three times a day, seven days a week. Whether it's working up an appetite or working another meal off, adjusting to good

food is the easy part; pushing away from the table when that food is almost too good is harder. "The food is great," said YN1 Deussen. "In fact, we hear more compliments about how good the food is than about anything else."

Most women on board *Spear* see their experiences in a positive way. Chief Storekeeper Lois Baldwin, a supervisor in the ship's supply center, said, "To me, the Navy is ships. Being part of this one helped me make chief. Even though the experience came a little late in my career, I haven't been disappointed."

By 1984, many more Navy women will have their chance at sea duty. It is planned that about 3,500 women will

be assigned to about 50 Navy ships. The latest Navy ship receiving women on board was the repair ship USS *Jason* (AR 8). *Jason* received its first contingent of enlisted women in January, joining the four female officers already aboard. The officers reported aboard *Jason* during its latest Western Pacific deployment.

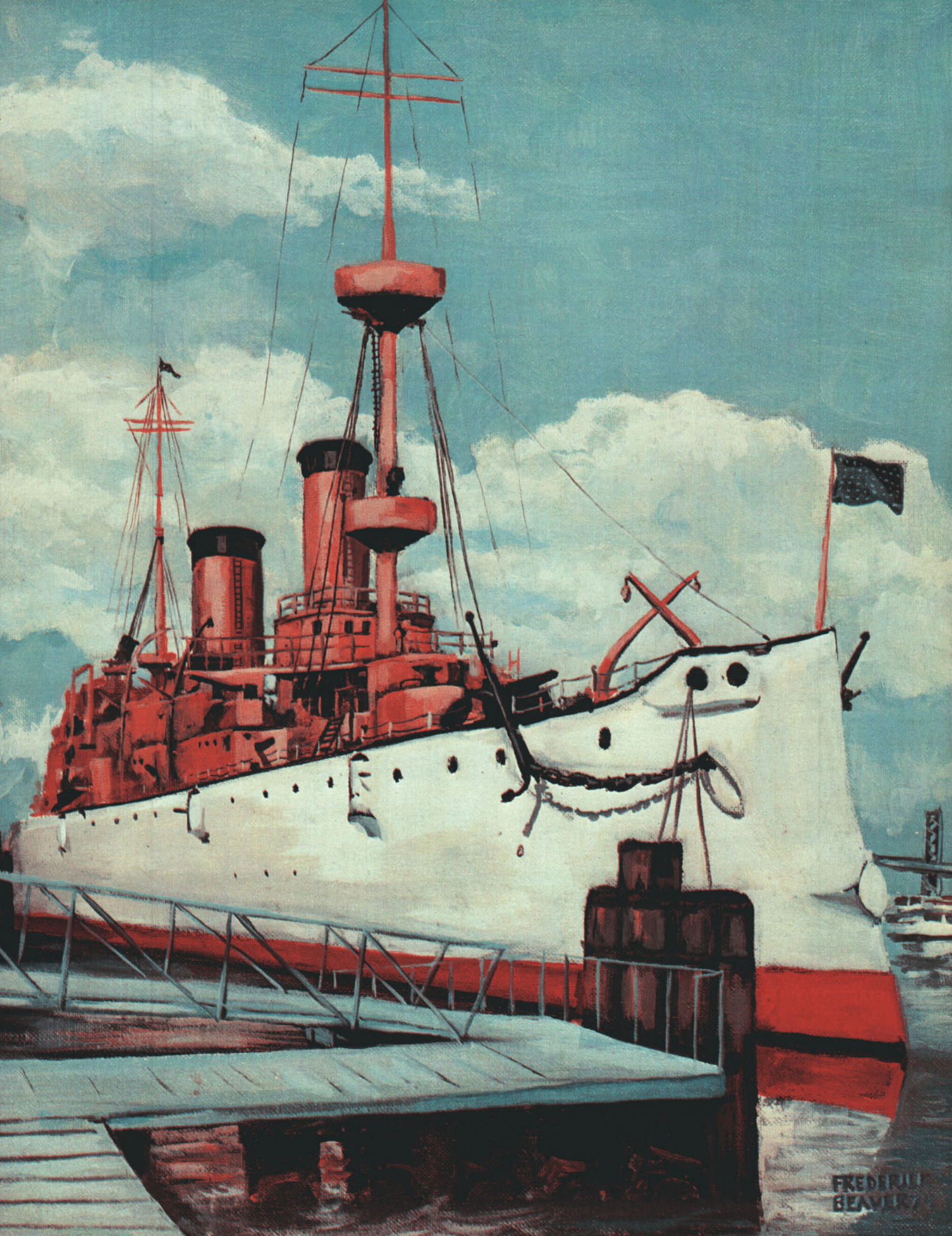
By counting themselves among the first women to go to sea, the women of *Spear* have made history. They continue to break other barriers when they're among the first women to tell their own sea stories.

—Story by JO2 Barb Tein-Geddes

—Photos by PH1 Jim Preston







FREDERICK  
BEAVER



## The Only Admiral of the Navy

The Navy has an impressive list of heroes—John Paul Jones, Oliver Hazard Perry, and David Glasgow Farragut—officers who won their claim to fame by scoring decisive naval victories. But only one on that long list held the unique rank of Admiral of the Navy. This rank, created by congressional action in 1899, was awarded to George Dewey—the only Admiral of the Navy.

Under Dewey's leadership, Americans won the battle of Manila Bay without a single loss of life. That battle helped hasten the end of the brief Spanish-American War of 1898 but it was also the climax of George Dewey's Navy career, one which spanned more than 60 years. He served on active duty, beginning as an acting midshipman at Annapolis in 1854, until his death in 1917.

In his boyhood, imagined battles occupied his mind while acting out the exploits of his hero, Hannibal, on the fields near his home in Montpelier, Vt.

George Dewey was born Dec. 26, 1837, the third of four children of Julius Yemens Dewey and Mary Perrin Dewey. His father was the local doctor and later founded the National Life Insurance Company; his mother died when he was five years old.

Dewey was a typical 19th-century boy remembered for his pranks. He staged one-man amateur shows in his father's barn but these had to be cancelled because he used live ammunition in his acts. He held the record among neighboring boys for holding his breath the longest underwater. That ability was tested when he tried to cross nearby Onion River with his father's horse and buggy; the current was too swift and the buggy capsized. Dewey and a friend barely made it to shore along with the horse.

His father, with whom he had a very close relationship, wasn't too amused with the incident. When his father came into his room to rebuke him for his foolishness, George retorted through chattering teeth that he was lucky he was alive.

*Left: Dewey's flagship, USS Olympia, as painted by Frederick L. Beaver, Naval Reservist, high school teacher, and an accomplished Pennsylvania muralist. Olympia can be seen today in Philadelphia.*  
*Right: As the only Admiral of the Navy, George Dewey poses in full dress uniform.*



School teachers passed through Montpelier's system quicker than did the students. George did more than his fair share of helping them along. But one schoolmaster, Z.K. Pangborn, refused to bow to pressure. Taunted into a snowball fight with Dewey and his cohorts, Pangborn lost the first battle when the boys ganged up on him and rubbed his face in the snow. The next day, Pangborn called Dewey up to the front of the room and demanded an apology. George's laughter at such a suggestion stopped abruptly with the crack of a rawhide strap across his shoulders. Other



# The Only Admiral of the Navy

classmates jumped into the fracas to defend George, but they retreated quickly when Pangborn flattened the first defender with a hickory board.

George ceased to be a disciplinary problem thereafter. "I thanked Mr. Pangborn for making a man of me," he said. "Had it not been for him, I would be in the state prison."

It was this incident and others like it that prompted Dr. Dewey to send his youngest son to a military school, Norwich University. Norwich was the starting place for Dewey's association with the military. Later, he had ambitions to attend West Point but when no appointments were available from his home state, he decided on the Naval Academy at Annapolis, Md.

Disappointment set in when the initial appointment was given to another Vermont boy—George Spaulding—and Dewey accepted the alternate spot. Dewey was, however, to enroll at Annapolis—Spaulding's mother decided her son was better suited for the ministry.

In the fall of 1854, the Academy was a tiny facility with few instructors and even less reputation. Secretary of the Navy George Bancroft founded the Naval Academy less than a decade before, but the idea of a school to train naval officers hadn't been accepted by the vast majority of sailors who learned their trade at sea rather than at school.

A midshipman's life was far from glorious with difficult academic courses, strict discipline and virtually no social life. Hazing was common. Studying wasn't Dewey's forte; by the end of his first year, his marks weren't any cause for celebration. He remembered his father's words, "George, I've done all I can for you. The rest you must do for yourself." Buckling down in the three succeeding years, Dewey graduated fifth in a class of 15—all that remained of the original 60.

Upon graduation, Dewey's sea career began with a Mediterranean cruise aboard the steam frigate, *Wabash*. With the outbreak of the Civil War on April 12, 1861, Dewey was a 23-year-old lieutenant serving as executive officer under David Glasgow Farragut in the *Mississippi*, a paddle-wheeled, steam-powered frigate.

His first taste of battle came with the blockade of New Orleans. Dewey valued his association with Farragut. Thirty-seven years later, just before the battle of Manila Bay, he asked the rhetorical question: "What would Farragut do?"

Dewey saw action aboard six different ships in four major campaigns. Following the war, he was promoted to lieutenant commander.

In the years immediately following the Civil War, Dewey's duty assignments were routine, except for one at Portsmouth, N.H., while serving aboard USS *Agawam*, when he was arrested.

The arrest occurred at the Navy Yard in Portsmouth. *Agawam* was being refitted in drydock but she slipped her moorings and started drifting out to sea. Dewey ordered a civilian dockworker to lend a hand. The worker told him he didn't take orders from any officer. At that, Dewey lost his

temper, punched the man and wound up in civil court charged with assault. He was released after paying a fine and court costs.

During this same period he met his wife-to-be. A local girl, Susie Boardman Goodwin, the daughter of Icabod "Fighting" Goodwin, was forced to choose between Dewey and Commander A.C. Rhind, commanding officer of *Agawam*. Susie chose George and they were married Oct. 27, 1867. With his wife, Dewey left on his next assignment as an instructor at Annapolis.

Their marriage lasted only five years. Susie died soon after delivering Dewey's only child, George Goodwin Dewey. Grief stricken, Dewey departed for sea duty leaving his son in the care of his wife's parents.

Most men attain their greatest achievements between the years of 30 and 60, but for Dewey, these years were a constant source of frustration. Not only did the U.S. Navy lag in promotions, but between the years of 1865-1898 the Navy had a surplus of officers. Mandatory retirement at age 62 was put into effect but that didn't encourage young officers to stay in the naval service.

Dewey held an edge over many of his fellow officers





because he'd already been promoted to commander. Still, the peacetime Navy limited his chances for further promotions. For his part, Dewey did little to aid his promotional chances—he never wrote articles for publication as others did and he never attended the Naval War College.

He took command of USS *Juniata*, an older steamship, for a tour of the Orient. That cruise was cut short when illness forced Dewey's hospitalization in British Malta. For over a year, he was ill; first with a liver abscess, then typhoid and spent the next two years recovering. On his return to the United States he was promoted to captain.

His next sea command was USS *Dolphin*, one of four modern steel warships in the Navy. But *Dolphin* was poorly built and declared unseaworthy so Dewey assumed command of USS *Pensacola* instead.

*Pensacola* set off for Europe on a restful but uneventful cruise. Dewey took great pains to exercise proper naval protocol everywhere the ship went and spent most of his time reading and studying.

That studying paid off when he was selected as Chief of the Bureau of Equipment and Recruiting. After this stint, he served as president of the Lighthouse Board and two years

later, took an appointment as president of the Board of Inspection and Survey.

By then, trouble was brewing between the United States and Spain—the destruction of the *Maine* in Havana's harbor brought cries of war. Theodore Roosevelt, Assistant Secretary of the Navy and Dewey's close friend, advised President William McKinley that war with Spain was inevitable. Roosevelt was instrumental in securing Dewey's appointment as Asiatic Squadron commander.

Dewey was promoted to commodore and left for Nagasaki, Japan, to board his flagship, *Olympia*. Under his directions, the squadron took on supplies at Nagasaki and set out for Hong Kong. Dewey saw to it that his ships were well supplied with coal, munitions and all necessary supplies, and wired back to the United States for additional fleet support. His total preparation beforehand was the deciding factor in what followed.

Knowing that war would be declared soon, the commodore spent time drilling his ships' crews in gunnery and

*Below left: Commodore George Dewey (third from left) during the bombardment of Spanish forces. Below: Flags flying high, Olympia leads ADM Dewey's squadron during the battle for Manila Bay.*





# The Only Admiral of the Navy

firefighting. He'd studied all available maps and books on the Philippines in order to become as familiar with the territory as possible.

War was declared April 25, 1898. Moving his squadron to the Chinese port of Mirs Bay, he awaited reports on the Spanish forces' position. Subic Bay was thought to be the location of the Spanish fleet but fortifications there were not complete—the Spaniards had moved their ships to Manila Bay.

After a high speed run from China, it was nearly midnight when Dewey's squadron arrived just outside Manila Bay on the last day of April. Since the Spaniards didn't think the Americans would enter Manila Bay after dark, no orders were left to defend the harbor's entrance. The harbor was supposed to be mined but Dewey gave orders to proceed. The ships passed through without trouble. Shortly afterward, Spanish shore batteries opened fire but the shots passed well over the American ships.

The American ships steamed into Manila Bay just before dawn. Spanish ships opened fire first but the Americans didn't return that fire. Instead, the American ships kept advancing closer and closer until they were within 3,000 to 5,000 yards of the opposing forces. At 5:41 a.m., Dewey uttered his famous words to Captain Charles V. Gridley in *Olympia's* conning tower, "You may fire when you are ready, Gridley."

Two hours of solid shelling resulted in heavy losses for the

Spaniards but, because the enemy's aim was so poor, American ships were left virtually untouched. Suddenly, the Americans withdrew. Under the guise of "breakfast for the crew," Dewey called a halt to the bombardment, but the real reason was a suspected shortage of ammunition.

After a count revealed no shortage, and after the crew had breakfast, the American ships steamed back for the final assault. It didn't take long before most of the Spanish fleet lay in ruins, sinking or ablaze. Shortly after noon, the white flag of surrender was raised and the battle was over.

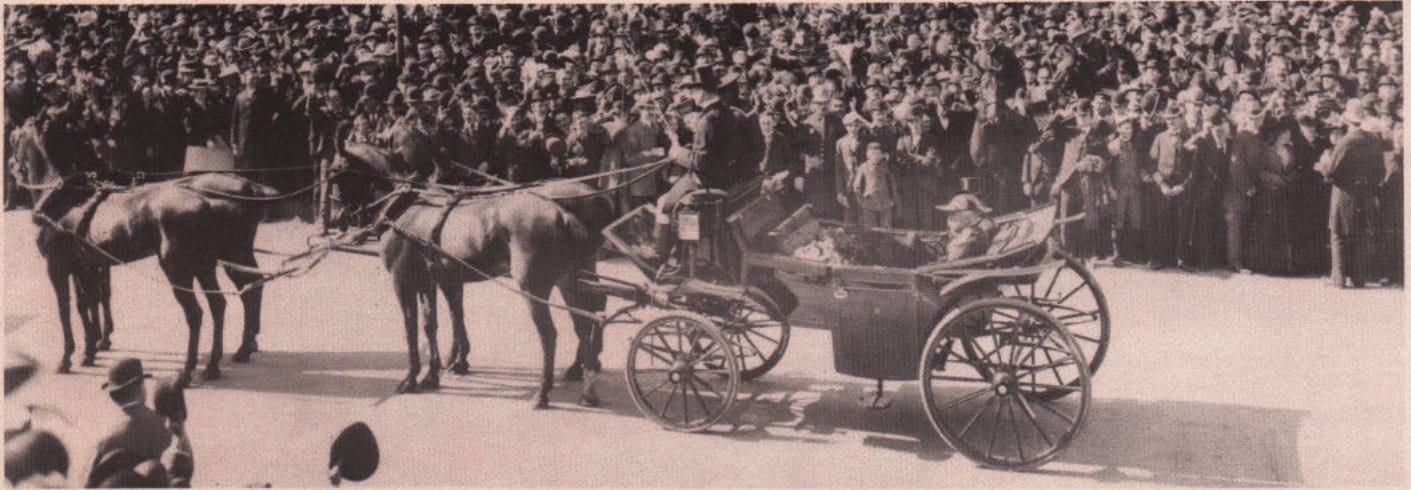
A casualty count was taken: Americans, none killed and eight wounded; Spaniards, 167 killed and 214 wounded. Some American ships were damaged but the entire Spanish fleet was destroyed or captured.

Historians credit Dewey with the victory at Manila Bay but the outcome of the battle could easily have been different had the Spaniards used the Manila Bay shore batteries and had they first improved their marksmanship. Dewey's victory, however, was made possible for several reasons—the greatest was the element of surprise with his entry into the bay after dark. His constant drilling in gunnery practice enabled his crews to be more effective than the Spaniards although some of the American ammunition was defective.

*Below: Burning, sinking wrecks are all that remain of the Spanish fleet. Top: Crowds gather in New York to catch a glimpse of the hero of Manila Bay.*







And, had Dewey not secured the necessary battle provisions in China, the outcome of the battle could well have been different.

Dewey credited his previous training under Farragut during the Civil War, who said, "The best protection against the enemy's fire is a well-directed fire from our own guns." The Americans' marksmanship wasn't fantastic but of the shots fired, 141 were direct hits.

Meanwhile, news of the victory on the home front was late in coming because Dewey had ordered the underwater telegraph cut when Spaniards refused him permission to use it. When the news finally came, the victory prompted near hysterical hero worship celebrations. "Dewey fever" swept the nation.

Congress passed an act on May 16 creating another opening for a rear admiral and that honor was given to George Dewey.

The battle of Manila bay ended May 1, 1898, but Dewey didn't leave his post in the harbor for another year. The city of Manila was still under Spanish control so until American ground troops captured it, Dewey continued the blockade of the harbor. The Germans there posed a constant threat of interference, running the blockade and slighting Dewey in social circles. Tempers flared after several incidents with the Germans until Dewey declared that the Germans were very near to war right then.

The admiral's return to the United States produced a flurry of celebrations with cities across the nation vying for his attention. Gifts of gratitude poured in from all over. Among those gifts was an 18-inch gold loving cup made by Tiffany's that took months to create. A \$10,000 jeweled sword, so heavy it could be worn only during brief ceremonies, was another notable gift. Dimes collected from over 70,000 schoolchildren were melted down to make another loving cup almost six feet high.

He married Mildred M. Hazen on Nov. 9, 1899, and was given a house on Rhode Island Avenue, Washington, D.C., by the American people.

Dewey jeopardized his future in the political arena by say-

ing that war with Germany would be next for the United States. That front page headline stemmed from Dewey's confrontation with the Germans at Manila Bay.

His days in political circles were numbered and his entry into the political ring was summed up as a series of political misadventures and a comedy of errors. His short-lived venture into an area he was totally unprepared for ended with his withdrawal as a possible Democratic Party candidate. Soon, all was forgiven and Dewey returned to his familiar and comfortable role of being "Mr. Navy."

Congress passed an amendment to the naval appropriations bill making George Dewey Admiral of the Navy in February 1899. But that first bill forwarded to the Senate after the president signed it said Dewey would be an Admiral *in* the Navy instead *of* the Navy. In 1903, President Roosevelt sent a corrected bill that was passed by Congress naming Dewey as Admiral of the Navy but postdated it to 1899. The original bill gave Dewey full status as an admiral but also let him remain on active duty as long as he chose or until his death, drawing full pay of \$14,500 yearly. The rank would cease to exist with his death.

Now at the zenith of his career, as senior officer, he was selected to serve as the first (and only) president of the newly formed General Board of the Navy. The Navy needed to be reorganized with an Atlantic and a Pacific fleet so those responsibilities were given to Dewey to handle. He wasn't an innovator as such but he was a good administrator and many needed changes in the Navy took place under his direction.

Dewey's age (75) was catching up with him and his health was poor. Urged by friends and family, he began work on his autobiography which was published in September 1913. The next few years passed as trouble with both Germany and Japan increased. Dewey's prophecy during the Manila Bay campaign that the United States would go to war against Germany next, began taking on an air of reality, but Dewey didn't live to see the drama unfold. He died Jan. 16, 1917, some months before America's entrance into World War I.

— Story by JO2 Barb Tein-Geddes



# Spare Parts

## Making the System Work for You

The Army may march on its stomach, but Navy ships steam on spares and repair parts—more specifically, on the availability of those parts. Every fuse, transistor and electronic module installed in a warship serves a definite function. As long as each part operates as designed, its technical name, description and stock number are of little importance to Navy technicians.

When even the most insignificant part malfunctions, knowing how to use both stock numbers and the supply system makes the difference between having a piece of equipment inoperable for days, or back on the line in a matter of hours.

Ensuring that parts are available when needed is the mission of the Navy's supply system.

Through it, parts are requisitioned, purchased and transported to the Navy's ships, aircraft and shore activities.

Though the supply system handles everything from anchors to ASROCs (Antisubmarine Rockets), this article deals only with spare parts and repair parts for shipboard equipment. Principles cited, however, are equally applicable to all types of supply system support. Armed with an awareness of how spares and repair parts get to the fleet, any sailor can help the supply system work at maximum efficiency.

"Roughly \$2 billion a year—about 5 percent of the Navy's budget—is

spent for spares and repair parts," said Commander Sid Paskowitz, Secondary Item Support Assistant for the Material Division in the Office of the Chief of Naval Operations (OpNav). "A spare part is an item which, because of its cost and complexity, is repaired instead of discarded when it malfunctions. A repair part is an item—a fuse, for instance—which is discarded when it fails. Both are known as 'secondary items.'"

A common feature of all secondary item spare and repair parts is that there are no workable substitutes when they malfunction. For example, a sailor could easily make do with a three-inch screwdriver when a three-and-one-half-inch screwdriver would be ideal. When an electronic module fails, however, no *similar* part will serve. The module is a secondary item—in this case, a spare part. When it does fail, it will be returned to a Navy or contractor depot for repair as directed by the Ships Parts Control Center (SPCC) in Mechanicsburg, Pa. After being repaired, it will go back into the supply system or be sent directly to a ship to satisfy a requisition.

Secondary item support is a *team* effort, not just the result of supply system actions. The level of sparing (i.e., whether a malfunction is corrected by a part such as a resistor, or a module, or a unit such as an entire power supply) is determined by design engineers in the manufacturer's plant

and by engineers who work for the equipment program managers in NavSea, NavElex, or NavAir. The estimated failure rate for each part is also initially determined by engineers until fleet input, which will be discussed later, updates those estimates. The dollars to buy the spares are provided by the sponsor for the equipment in OpNav—for example, OP-03 for the AN/SPS-49 radar. The OpNav sponsor also provides funds for the documentation on which secondary item support decisions are made. The job of the Navy's supply system is to put this information and money together for parts to keep the equipment operating.

Equipment technical documentation and parts usage data compiled from maintenance reports submitted by the fleet tell SPCC two important things about any secondary item: whether it can be properly installed by members of a ship's crew and whether it is expected to malfunction within a four-year period. If a critical part is installable by shipboard technicians and is expected to fail at least once during a four-year period, it should be in the supply bins of every ship requiring the item.

"We have to determine the best way to allocate the Navy's share of the DOD budget set aside for secondary items," CDR Paskowitz said. "If we are fully funded (that is, up to the maximum allowed by DOD), we will have 85 percent of all secondary items



needed by the fleet at any given time *in stock* in the Navy supply system. We would like to do better than 85 percent; however, the cost increase for each percentage point above 85 percent is tremendous and the total bill for parts would approach infinity as the in stock percentage approaches 100 percent."

Naturally, Navy ships are unable to carry unlimited stocks of spares and repair parts. They stock only those items on the Coordinated Shipboard Allowance List (COSAL).

"Obviously, there will be failures of parts which are not on a ship's COSAL," CDR Paskowitz said. "We are really talking about an overall part's availability of 65 percent *on board* ship as the ideal, given our funding."

Warships can operate effectively under that constraint because the most frequently needed spares and repair parts are readily available either from on board supply bins, from supply ships, or through the Navy supply system. Less frequently needed parts also can be ordered through the supply system as needed; however, they must be procured directly from industry.

In general, the supply system works well. But when the millions of transactions and the 800,000 military and civilian employees are considered, there are certain inevitable breakdowns caused by a lack of funding, inattention to procedures or just human error.

A result of this can be seen in the fact that, today, some Navy ships are operating with only a *50 percent secondary item availability*.

This means that Navy technicians needing a spare part or repair part on one of those ships are finding the item only about 50 percent of the time when the item is required to repair equipment. This result is an unacceptable amount of equipment down time which, obviously, adversely affects a ship's ability to carry out its mission.

"Besides obvious funding deficiencies, the reasons for such a breakdown are a lack of on-board expertise, an unfounded mistrust of the supply system by some technicians and the habit some people have of taking shortcuts," the commander said.

"One solution is a better understanding by each sailor of how to get the maximum mileage out of the system."

What does it all mean? Every Navy technician, supply officer, division officer, and commanding officer needs to

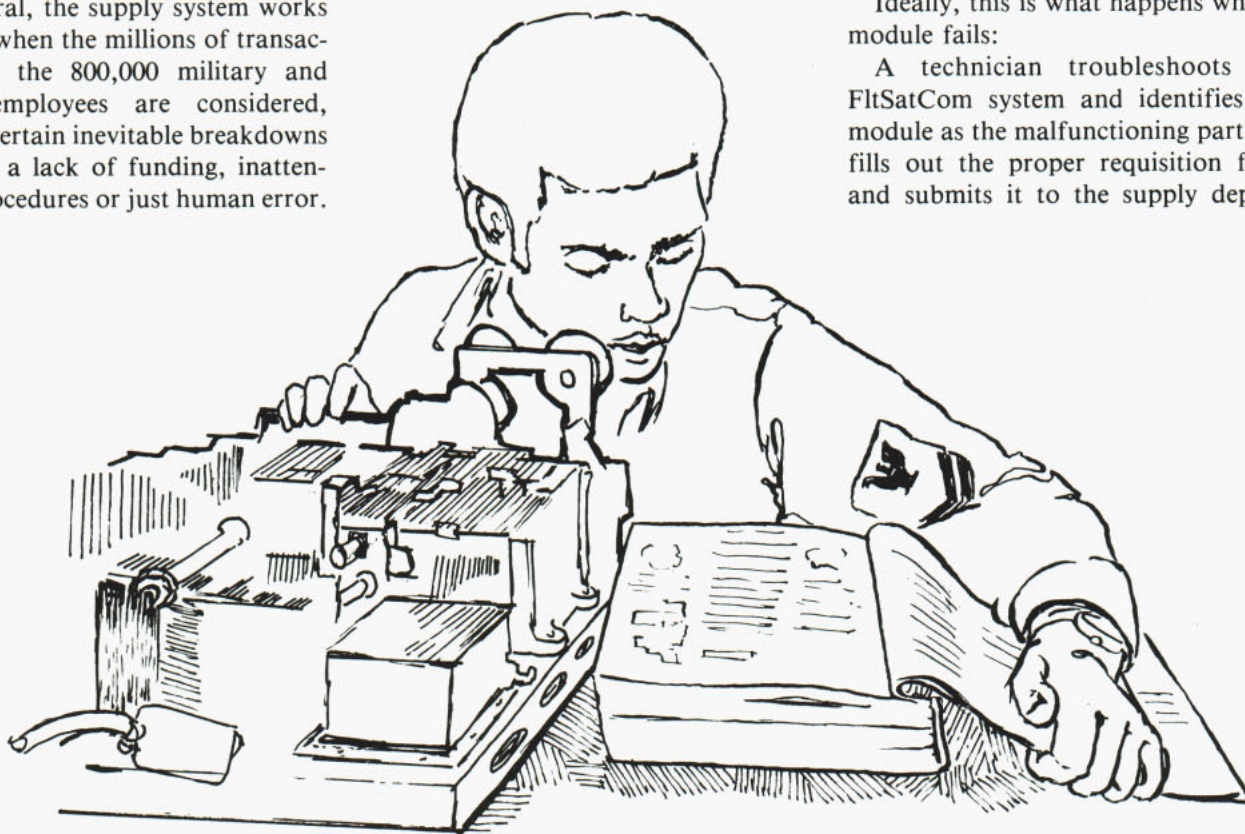
understand the consequences of over-ordering and under-ordering secondary items, and of failing to use effectively on board supply and maintenance documentation.

Every item in the Navy's supply system has one stock number and one wholesale inventory manager responsible for maintaining an adequate inventory of that item. SPCC is the primary inventory manager for most shipboard secondary items. In cases where the inventory manager is not SPCC, SPCC still determines how many of a certain item are needed to fill Navy storerooms or to replenish stocks. SPCC determines how many that will be by analyzing parts usage data coming in from the fleet.

Technicians responsible for maintaining the Fleet Satellite Communications System, for example, don't have to know where a replacement is coming from when one of its modules malfunctions. They do have to know how to reorder modules as they use their on-board supply; and if SPCC receives accurate usage data from the fleet, a replacement module will be in each ship's allowance when needed.

Ideally, this is what happens when a module fails:

A technician troubleshoots the FltSatCom system and identifies the module as the malfunctioning part. He fills out the proper requisition form and submits it to the supply depart-





# Spare Parts

ment. A storekeeper draws the spare part out of on board stocks, *being careful to match* the technicians' stock number listed on Form 1250 with the stock number imprinted on the parts package. The technician installs the part and, at the same time, the broken module is shipped back to an overhaul

point for repair. Another module is sent to the ship to replenish the supply bin in response to a ship's replacement requisition prepared from the Form 1250.

Even though SPCC knows that particular module is known to fail an average of once every two years (for the sake of illustration) and the inventory manager knows which 10 ships carry modules of that type on their COSAL, SPCC doesn't automatically ship a replacement. The part has to fail

first and a requisition has to be submitted.

"Failure rates for each secondary item are computed on the basis of actual experience. In the case of the modules used in our example, SPCC *should* see the usage data from five Form 1250s coming in each year (one for each of five ships) if the computed failure rate is accurate," CDR Paskowitz said.

Suppose, though, none of the ships submitted usage information during a given year, even though five modules were expected to fail. This could happen because:

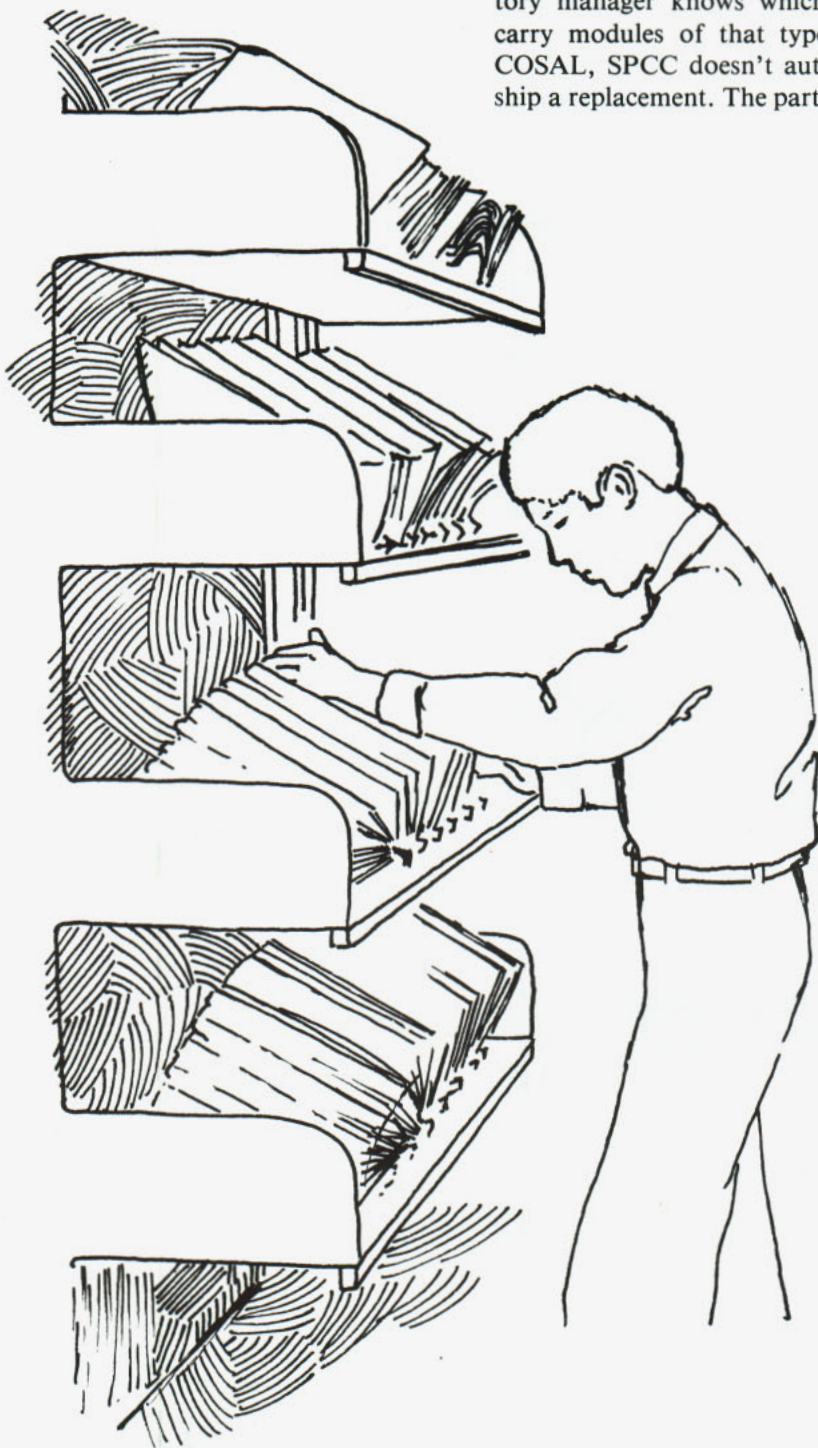
- The parts didn't fail.
- The ship did not submit its usage report on Form 1250.
- The ship put an incorrect stock number on its usage data forms.
- The ship open-purchased the part from a local electronics store.

SPCC doesn't know why the forms aren't submitted. All they know is that they are receiving no usage data for the module. Therefore, they assume the modules are not failing.

Eventually, SPCC experts conclude that the failure rate for the module has been overestimated. If the trend continued, SPCC would recompute the module's failure rate to one expected failure every three years; then, probably once every four years. If the 10 ships continued to bypass the system—even though the modules were actually failing as originally estimated—SPCC would probably take the part off each ship's COSAL.

"This is extreme," CDR Paskowitz said, "But it shows why it is critical that SPCC be informed (via usage data from a Form 1250) about every equipment failure.

"On the other hand, it's conceivable in a case of excessive parts demand that the Navy would not be able to afford to install a certain system on subsequent ships because too much money had to be spent for the purchase of unneeded parts. We have a limited amount of money for spares and we want to support our ships the best we can, but we can't afford to put unneeded parts on board.







if people order incorrectly, they end up with poor service. And guess who gets blamed?

"We don't have the luxury of unlimited funds," CDR Paskowitz said. "If our inventory managers had to keep track of only one item, we could keep close tabs on who used

what—we could easily catch abuses.

"But inventory managers manage hundreds—even thousands—of items. They do it on computers. Unless an abuse is so gross that the computer

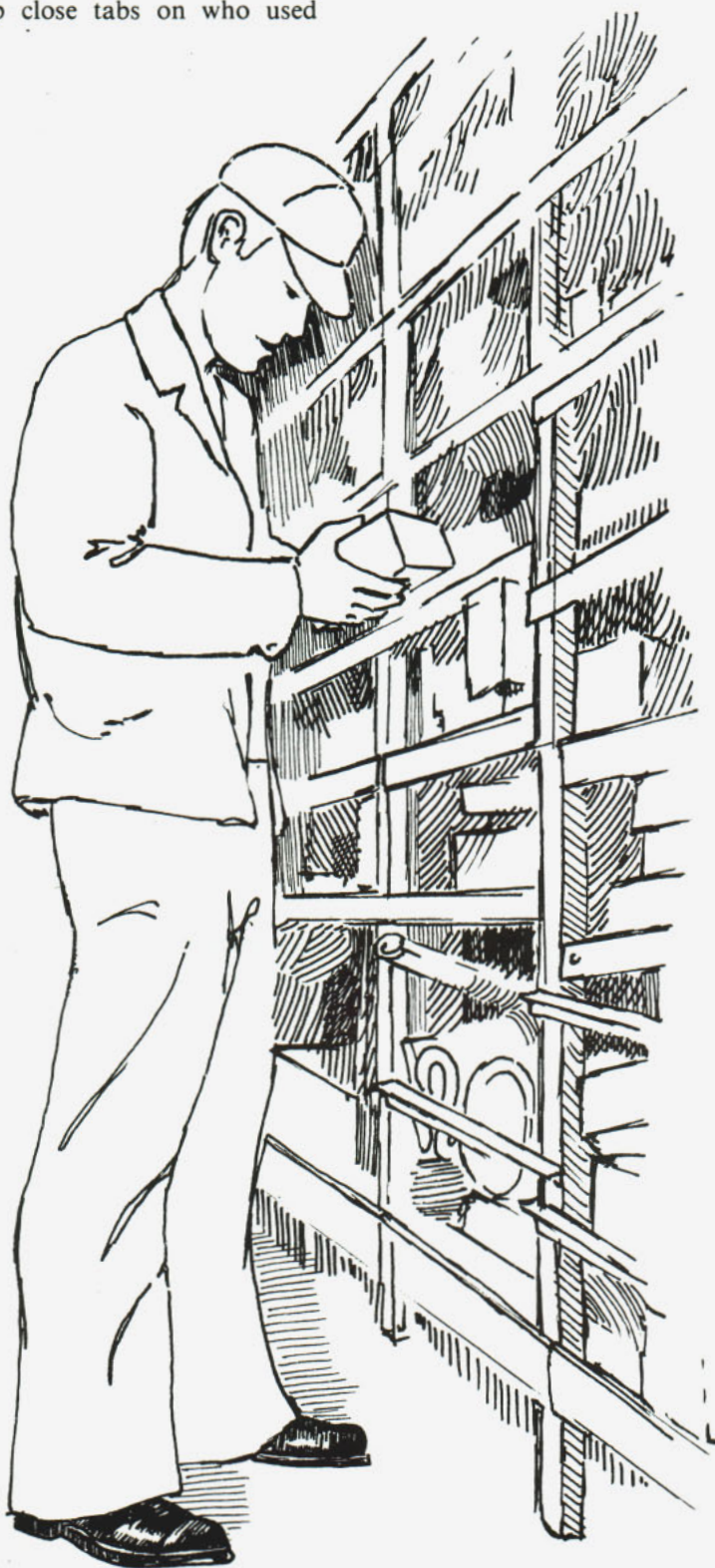
"There's still another possibility—and this happens often," the commander said. "Let's say that a technician is not completing requisition forms with correct stock numbers. He's in a hurry, so, rather than take the time to look the number up in the technical manual, he writes what *he thinks* is the correct number.

"Of course, the storekeeper can't find any such part.

" 'Hey, that's the part up there,' the technician says, pointing to the right part. He takes the part, neglects to register the right number of the Form 1250, and the requisition is submitted *as is*.

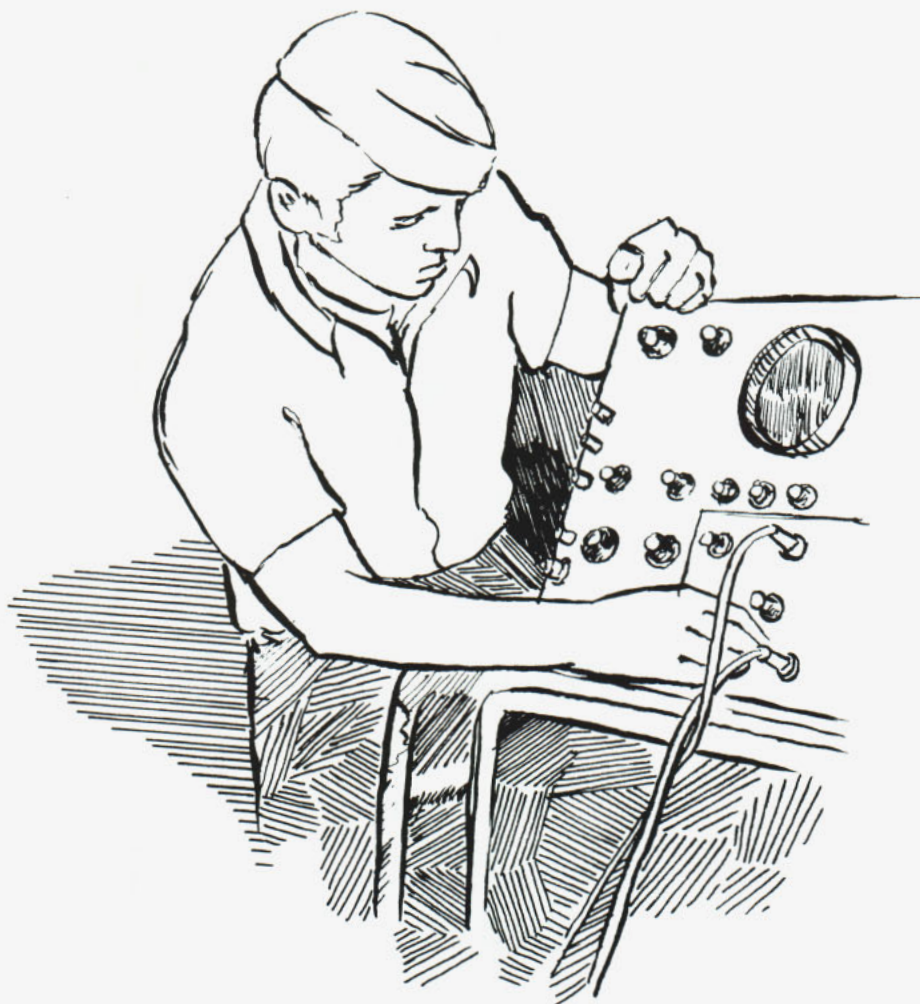
"Eventually, SPCC gets the requisition and can't fill the order. This all greatly increases the probability that the ship's spare parts bin won't be able to meet the vessel's needs.

People in general tend to understand the importance of paperwork, but, in their day-to-day business, they sometimes take the easy way out—they serve the expedient. What they don't understand is how a slight abuse of the system can wreck a carefully thought out plan. But it's one abuse by each of the 800,000 people that makes the difference. The supply system has built in checks and balances designed to help Navy people get the parts needed, but,





# Spare Parts



kicks it out, each requisition is filled exactly as ordered.

"Inventory managers are not hired to police ships. They accept what people submit and then they buy based on that information. Many dollars could be saved each year by eliminating requisition errors."

As long as a technician gets the desired part from supply, he generally feels he has used the system to his advantage. In reality, incorrect procedures have made his job that much harder the next time he tackles the same problem.

"As an example," CDR Paskowitz said, "there was a second class electronics technician aboard a ship on which I served. Whenever he encountered a situation where he knew that one of several parts in a system had failed, but he couldn't correctly

isolate the particular part, he prepared a list of each part which could have been the problem.

"He took the list to the storekeeper and said, 'I have three possible parts requisitions here, but I think only one of these parts is actually bad. Check your stock record cards and tell me which one of these parts fails most frequently.' Then, rather than drawing all three out of stock, he tried the one which had the highest failure rate first; then the next highest; and so on down the line. More often than not, the part with the highest failure rate was the culprit."

This technician was making the failure rate work for him and he saved both himself and the supply department a lot of time. By the same token, if a technician has a couple of possibilities and one is on the COSAL

and the other isn't, it is likely that the COSAL part has failed.

According to CDR Paskowitz, too many petty officers submit requisitions for each suspect part and then wait until all arrive before again attempting to repair their equipment. If they made *educated guesses* based on information listed in stock card records, the law of probability would be on their side.

"But this process of elimination will not work when records have not been kept," the commander said. "Misordering, overordering parts which have failed, not reporting those which have failed—all of these things would have so adversely affected the stock record cards that the ET2 in the example could not possibly have used the system to his advantage."

And we have to think of tomorrow.

"Poor record keeping clouds the issue for engineers and designers trying to redesign parts to make them more reliable," the commander said. "Many specifications changes are the direct result of studying parts usage data sent to Mechanicsburg by conscientious technicians who recognized the importance of complete paperwork."

The commander remembers instances where technicians had equipment down for days because they had ordered parts which they could not install, or had failed to check the COSAL to see if a part was carried on board.

"Obsessed with speed, they actually wasted time because they didn't check their technical manuals, the stock record cards, the Integrated Stock List, and the COSAL," CDR Paskowitz said.

"Some people mistrust the system so much that they refuse to make it work for them. They are not challenging the things which perplex them about the system; instead, they are willing to make it the scapegoat when, in actuality, it can be their best friend.

"We try to make the system as simple as possible," CDR Paskowitz said. "In the long run, there is never a valid reason for abusing the system. Taking shortcuts only works to the detriment of all." ↓



# The Laws of the Navy

Like father, like son, doesn't tell the whole story as far as the Law family from Mitchell, S.D., is concerned. There's a daughter in Navy uniform, too.

Former naval aviator Bonar Law and his wife, Carol, were on hand each time to watch their three children receive naval commissions.

Following in their father's footsteps, Lieutenants Doug and Don Law are naval aviators and Academy graduates. They are assigned to Fighter Squadron 124, Miramar Naval Air Station, Calif. Together again for the first time since they were at the Naval Academy, they represent both parts of the pilot-RIO team needed to operate an F-14 *Tomcat*. In VF-124, pilot Don is learning the special characteristics of the F-14; Doug, as a Radar Intercept Officer (RIO), is teaching Don and other pilots about the F-14.

Lieutenant Diane Law, on the other hand, is a nurse at the Naval Regional Medical Center, Bremerton, Wash., where she is assigned to newborn intensive care. She joined the Navy after graduating from South Dakota State University School of Nursing.

"Traveling seemed much more interesting than working in a small town in South Dakota," she said. "Besides, my older brother had already gone on a midshipman cruise and that impressed me."

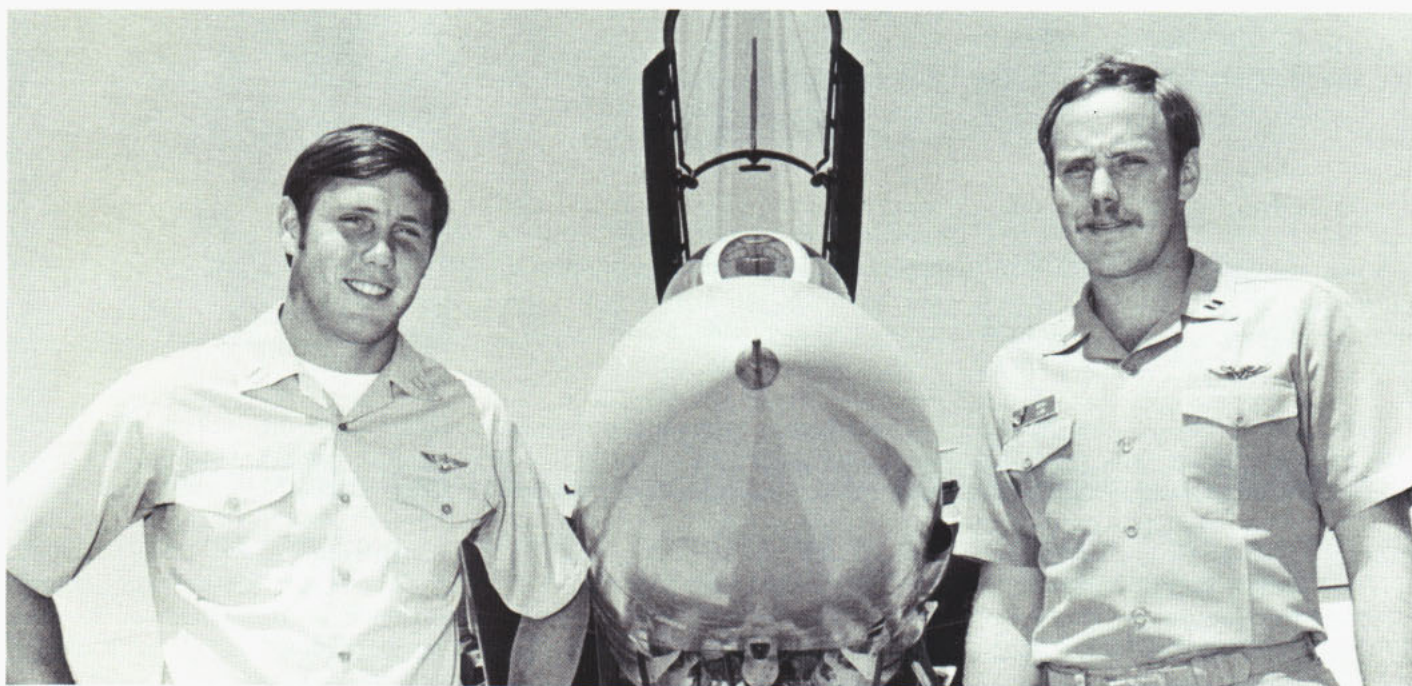
Diane's special qualifications for newborn intensive care were honed during training she received while at California naval hospitals at Camp Pendleton and Oakland, plus an assignment in Guam.

Of her 15 months in Guam, Law says she liked it and would go back. "Overseas, it's a different environment. You work better together and you don't have as much administration."

She and the other 34 nurses stationed there took care of very sick patients who needed to be stabilized before being flown off the island. They also aided native citizens at times. "The local hospital couldn't always care for the big trauma (involving shock) or pediatric cases," she said.

Now, when the three Law lieutenants return home, it's more than a visit—it's a Navy family reunion. ↓

*The Lieutenants Law: Diane, Donald (lower left) and Douglas.*





# Bearings

## Navy Accepts UC-12B



"She'll fly a little slower and a little lower than the T-39, but she'll also fly a heck of a lot cheaper," said Rear Admiral James E. Service as he recently accepted delivery of the Navy's newest aircraft, the UC-12B, from the manufacturer.

RADM Service, director of the Aviation and Manpower Training Division on the staff of the Chief of Naval Operations, was on hand for ceremonies marking the delivery of the aircraft to the Navy at Naval Air Station New Orleans.

A military version of the Beechcraft Super King Air 200, this is the first operational Navy UC-12B of 66 to be delivered to 30 sites worldwide during the next three years.

The aircraft will be used for logistics support by the active duty force and the Naval Reserve with overall scheduling in the United States coordinated through the Naval Air Logistics Center in New Orleans. It will replace about 130 aging reciprocating engine aircraft currently used for logistics support and will supplement the Navy's C-118

(DC-6) and C-9 (DC-9) transport inventory.

The airplane is designed to carry eight passengers in addition to the pilot and co-pilot. It has a maximum cruise speed of about 300 miles per hour and a maximum range of 1,760 miles.

The configuration of the UC-12B is suited for a variety of transport, training and utility missions. Complete dual controls permit two-pilot operation or flight crew training. With the quick-change interior, cargo door, and high flotation landing gear, the UC-12B can provide rapid and secure movement of key personnel and high priority cargo in supporting the administrative, logistic and operational needs of the Navy and Marine Corps.

The airplane can operate from short, grass runways and fly at 31,000 feet in pressurized comfort. The advanced solid-state avionics can automatically navigate the airplane anywhere in the world through all weather.

The UC-12B has been designed for reliability, maintainability and low cost of operation. As a measure to reduce

cost and military manpower requirements, the Navy has contracted with the manufacturer for maintenance of the aircraft. This uses the worldwide assets of the manufacturer in facilities, parts and trained mechanics.

Typical tasks to be performed by this aircraft include rapid transportation of repair crews, accident investigation teams, or medical evacuation of injured personnel.—JOC Al Foucha

## Tennis Champs

Ocean Systems Technician Second Class Mark Heuser (left) and Radioman Third Class Jim Jobin display the medals they won in the 1979 Northern European Navy Tennis Tournament held recently in Edzell, Scotland.



Petty Officer Jobin won his first medal when he netted the men's singles. He then teamed up with Petty Officer Heuser to take the men's doubles and his second medal. Members of U.S. Naval Facility Brawdy, Wales, both sailors helped provide a final point total to give Brawdy claim to the "overall" tournament plaque as well.



## A Voice of America

When Data Systems Technician Wanda Janus was stationed at Naval Facility Brawdy, Wales, she spent a lot of time in the hospital. She wasn't a patient, however. She was a disc jockey on Radio Withybush, the station at Withybush Hospital, about 10 miles from Brawdy.

The hospital, looking for someone—preferably American—to work one night a week at the closed-circuit station, had contacted the Naval Facility. Petty Officer Janus jumped at the opportunity and, within two months had her own show, "A Little Bit American," featuring stateside recording artists.

Janus said that Radio Withybush makes a patient's hospital stay more enjoyable and easier to take. Following her show she tours the wards collecting record requests from her listening audience of nearly 340 patients.



"A Little Bit American" is appreciated not only by local civilians in the hospital but also by patients from the Naval Facility. One sailor in the hospital said, "It was comforting to hear the voice of someone I knew."

## Lightnings Strike

For demonstrating the greatest excellence in aircraft maintenance among Pacific Fleet patrol squadrons, the "White Lightnings" of Patrol Squadron Seventeen (VP-17) won this year's Donald M. Neal Aircraft Maintenance Award.

In presenting the trophy to Lieutenant Commander Thomas S. Lagomarsino, VP-17's maintenance officer, and to Senior Chief Aviation Structural Mechanic J. Haddaway, VP-17's maintenance control chief petty officer, Rear Admiral Charles Prindle, Commander Patrol Wings Pacific Fleet, said the squadron's achievements are "obviously the culmination of a host of efforts, both large and small, carried out with true professionalism by a lot of proud and dedicated individuals."

The award honors Avionics Technician Master Chief Donald M. Neal, who served the Navy for 24 years and dedicated himself to the development of maintenance technology for the P-3 aircraft.—LTJG M. Huete.

## 'Bula's' Birthday

The oldest multi-product replenishment ship in the Navy, USS *Ashtabula* (AO 51) has just celebrated her 36th birthday. Captain Brian D. Woods, commanding officer, and Seaman Apprentice Thomas E. Ice, the oldest and youngest crew members on board, did the cake-cutting honors.

Homeported in Pearl Harbor, Hawaii, *Ashtabula* recently completed her 30th deployment to the Western Pacific. Along with compiling a perfect record while deployed, *Ashtabula* rescued 14 Vietnamese refugees adrift in the South China sea. The ship also took a disabled Taiwanese vessel under tow and delivered her safely to port.

At 36, *Ashtabula* looks forward to many more years of carrying out her motto of "Service to the Fleet."





# Single Parent in Japan



Although she never doubted her ability to handle an overseas assignment, other persons in her life did. And, according to her, they still do.

But Yeoman First Class Connie Bishop, assigned to the Naval Base, Yokosuka, knows the best way to beat the odds is simply to succeed in her lifestyle. Hers is the lifestyle of a single Navy parent, controlling her daily existence in a foreign land.

"Wherever I go—especially overseas—I am being observed," YN1 Bishop says. "What happens to me, and how I cope with my situation may have an effect on other single parents."

Bishop started coping with her situation in Japan a year ago; the situation also included her 11-year-old son Richard. The key word at that time was "lost."

"When I first got here," she says, "it was like living in the middle of a whirlwind... I was completely disoriented. I found an intense need for people, more so than I ever did in the States. Since I was in a strange country and didn't know the customs or the language, I needed familiar faces about me."

The "familiar faces" were slow to arrive. Bishop is amiable and outgoing, but time is an element one can't do without when it comes to building friendships. Her busy 6 a.m. to 6 p.m. schedule allowed for little more than caring for her son and her home.

There was also her age as a single parent; she was 40 at the time. "To my knowledge, I was the only single, Navy mother in Yokohama (where she and her son live). Most of the other women were younger and would have little



contact with me. I think the younger women just didn't know how to approach my way of life."

Now, Petty Officer Bishop has some close American friends, but still finds it easier to make friends with the Japanese. Those contacts have developed from her informal teaching of conversational English (which also brings extra money into the family coffers). "I usually start off as a bit of a curiosity to the Japanese," she says. "But after awhile, they decide I'm not quite the curiosity object they first thought and we become friends."

Curiosity is a two-way street. One of Bishop's students—a girl named Hitomi—invited her and Richard to a birthday party where they got a real taste of Japanese culture. With women to instruct her and about half an hour of work, Connie ended up modeling a formal Japanese kimono that evening. And there was something to be learned about the Japanese way of drinking tea.

"When they served us tea," she explains, "of course I 'goofed' and had to be shown the proper way to hold the cup and drink the tea. This required turning the tea cup three times in my hand—using the proper hand positions—before taking a sip."

These experiences and others are changing Bishop's image of the Japanese people. She finds them "very fun-loving."

The sometimes sharp contrast between the East and West doesn't go unnoticed, either. For example, "You can go to any large city and it looks extremely modern. But once in a while, you will round a corner or go down an alley and still find a bit of the old Japan in an ancient shrine hidden between tall buildings, or a small curio shop that still sells snake blood for one's health."

Richard (now almost 13) seems to have matured and become more independent in the new environment, too. His mother says that because he now requires less supervision, the added free time allows her to get out of the house more often.

On her own for more than 10 years, YN1 Bishop is only one of over a thousand single enlisted female parents in the Navy. And like many others would probably claim, she finds the experience has helped her to grow as a person. "This experience is making me reach a little deeper within myself to draw upon talents I never knew existed before."

Now, with the friendships they've developed, both Bishops look forward to the remainder of their stay in Japan. It would seem that a new way of life is blossoming for them in the Land of the Rising Sun.

—By JO1 Gary L. Martin



*Connie and Richard spend much of their free time together, especially on weekends. At left, they visit the Sankei-en Gardens near their home. The park is famous for its old architecture.*





# Naval Petroleum Reserve

## Elk Hills— Still Going Strong

Hedged in by snow-capped Sierras to the east and the lush coastal range on the west, sandy hills rise from California's San Joaquin Valley. The land there—once the bottom of a great inland sea that was rich in marine and organic life—now holds vast oil and gas reservoirs.

Around the turn of the century, when most Navy ships ran on coal, Teddy Roosevelt foresaw that future Navy fleets would depend heavily on fuel oil. By Executive Order, the president set aside Elk Hills, Calif., as a Naval Petroleum Reserve, to conserve for emergencies the treasured black gold buried there.

In the early 1920s, production at Elk Hills reached 60,000 barrels per day under the Department of Interior. Production later dropped sharply but increased again to 65,000 barrels a day during World War II under the Department of the Navy.

Then came 1973 and 1974 and the OPEC (Organization of Petroleum Exporting Countries) embargo, which highlighted the problems associated with national reliance on foreign oil production. Development of Elk Hills was begun in 1975, and in 1976 Congress passed the Naval Petroleum Reserves Production Act, which brought all Naval Petroleum Reserves into production at their maximum efficient rates.

The 46,000-acre Naval Petroleum

Reserve at Elk Hills is now administered by the U.S. Department of Energy. The Naval Facilities Engineering Command, by interagency agreement with the Department of Energy, is the design and construction agent for major construction projects at Elk Hills through the 1980/81 time frame. Chevron USA (unit partner) owns about 20 percent of the reserve, which is—except for fields in Alaska and east Texas—the largest concentration of oil reserves in the United States. It is also one of the most active fields in the country in terms of new construction, well drilling and other associated development.

Total development work at Elk Hills will exceed \$600 million, with construction projects assigned to the Naval Facilities Engineering Command (NAVFAC) amounting to \$300 million. NAVFAC's projects include the design and construction of two large gas processing plants, two gas compression plants, a 1.25 million barrel crude oil storage terminal, a railroad terminal for shipping liquified petroleum gas (LPG), primary and secondary electrical distribution system, support buildings, cathodic protection, waterflood system and oil and gas production facilities.

Aside from the fast-paced work, a first look at Elk Hills during the dry summer months is not particularly impressive. It is void of color, except for

the scattered crude oil production tanks and the ultramarine-blue and yellow pumping units which bring the Shallow Zone oil to the surface. The barren landscape looks more suited to rattlesnakes, sagebrush and coyotes than to the maze of piping, tanks, and crude oil and gas production and processing facilities growing out of the hills.

The recently completed crude oil storage terminal on the south-central part of the Reserve dominates the landscape with its five 250,000-barrel tanks which are equipped with double-seal floating roofs to reduce hydrocarbon emissions to the atmosphere. Nearby, construction is almost completed on two additional lease automatic custody transfer (LACT) systems where oil will be metered and shipped to buyers.

In the central part of the reserve, tall, silver fractionation columns rise into the sky. They are part of the existing gas processing plant built during the Korean War, and one of the two new adjacent plants under construction by NAVFAC.

When oil is pumped, or flows, from the oil-bearing formations, natural gas in solution in the oil is separated at the surface and is sent by pipeline to the gas plants for processing. The plants extract propane, butane and liquid

*Right: Settling tanks are used to separate water from oil crude.*







# Elk Hills

natural gasoline which are then sold. The "dry" gas is then compressed and injected back into the top, or cap, of certain oil reservoirs to maintain formation pressure and thereby enhance oil recovery. With the two new gas plants becoming operational in late 1979 and early 1980, total processing capacity on the Reserve will reach 294 million cubic feet per day.

Off in the distance, drilling rigs tower over the land. Miles and miles of roads snake around the hills to the oil and gas wells which number 1,575, with an additional 66 wells by the end of 1980 when the current drilling program is completed.

Captain Gordon Gilmore, officer in charge of construction (OICC), said, "The unique nature of the design and construction effort at Elk Hills, when compared with normal Navy construc-

tion programs, makes the work both challenging and interesting.

"In particular, the critical work associated with the highly complex gas processing and gas injection plants demands the best engineering and construction management talent. Assigned personnel are conscious of the critical energy role they are playing and are doing a tremendous job supporting the Department of Energy. Facilities are being completed on tight schedules and the quality of work is excellent.

"We work closely with Roger Martin (a retired commander) who is Director, Naval Petroleum Reserves in California, and with Welton Burch and Don Tratt, Government and Chevron USA members of the unit operating committee, respectively.

"As a part of the construction program, considerable attention is directed

toward environmental matters including the protection of endangered species in the construction areas. Permits to construct and authority to operate facilities are obtained from the local Air Pollution Control District. Coordination with the U.S. Fish and Wildlife Service ensures that construction work does not jeopardize the continued existence of the Blunt-nosed Leopard Lizard and the San Joaquin Kit Fox, the two endangered species which occupy the Reserve. We are interested in moving ahead rapidly, but with careful consideration to environmental matters and protection of wildlife."

In the past year, more than 43 million barrels of oil were sold, two-thirds of which came from the Stevens Zone (5,000- to 9,000-foot depth), and most of the remainder from the Shallow Zone (3,000- to 4,000-foot depth).







Reserves from the government's share of production now exceed \$2 million per day. Elk Hills is now the largest producing oil field in California.

Oil at Elk Hills is of very high quality, containing very little sulfur. It is an excellent crude for refining, with Shallow Zone noted for its lubrication oil content and the Stevens Zone for high gasoline content. The remaining recoverable oil is estimated to be in excess of one billion barrels, and recoverable gas over a trillion cubic feet.

The Carneros Zone (9,000- to 10,000-foot depth), though not as prolific as the Shallow and Stevens Zones, produces a gas condensate so light it almost can be burned directly in automobile engines as it comes from the ground.

While new construction progresses at a rapid pace—with some projects going on around the clock—production from the existing facilities continues to offset a growing national energy supply problem. In 1973 when the initial oil embargo rocked the coun-

*Left: New piping is added to a drilling platform. Top: Elk Hill's liquefied natural gas facility. Bottom: Workmen install internal parts in a compressor in the low temperature separation facility.*



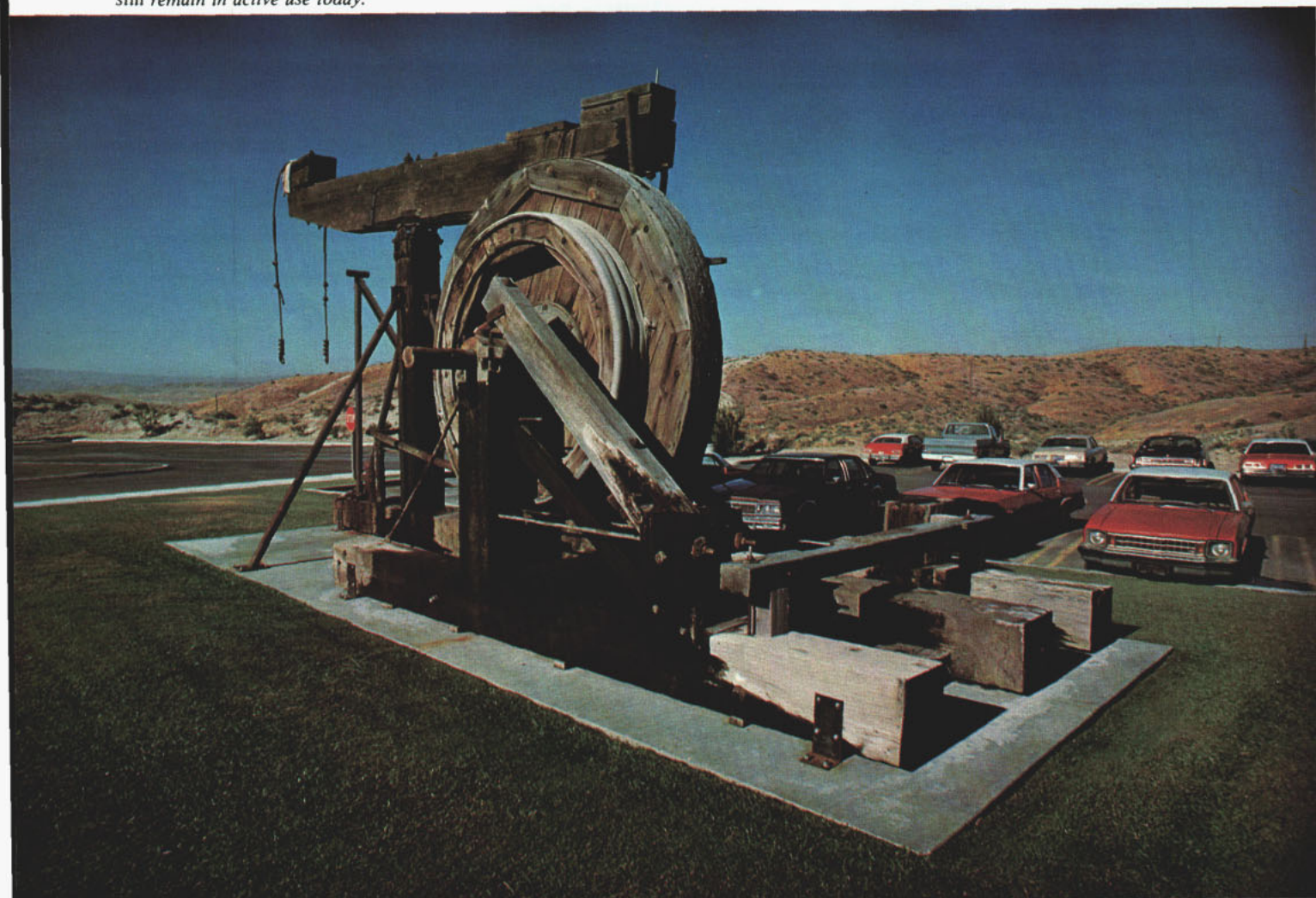
# Elk Hills

try, Elk Hills was only partially developed and basically in caretaker status under the watchful eye of Congress. Oil production has increased from below 5,000 barrels a day to almost 160,000 barrels a day, and the new facilities and wells will enable a production rate of over 200,000 barrels a day in the early 1980s.

The historic Naval Petroleum Reserve at Elk Hills continues to play a vital role—just as it did during World War II, when its machinery ran 24 hours a day and defense workers drilled wells, built roads, piped and operated facilities, and managed the production of this important national energy resource.

—Photos by PH2 David Fraker who also contributed to the article.

*Right: One of four drilling rigs in constant use on the reserve. Bottom: A display model of the first drilling rigs used on the reserve; several still remain in active use today.*







# Navy Rights & Benefits

## Your Retirement

*One of the big attractions of a Navy career for many is the military retirement package. After 20 or more years of service, regardless of age, members may be eligible for retirement/fleet reserve rights and benefits that provide not only an element of security but an opportunity to embark on a second career as well.*

*In this, our 15th and final article in our series on Navy Rights and Benefits, we take a look at what that retirement package includes, how to make sure you are able to take full advantage of those benefits and where to go if you need help or counseling in planning for retirement.*

*As with our other Rights and Benefits articles, this information on retirement was current as of this printing. Additionally, space limitations require we discuss rights and benefits, only in general terms. For up-to-date, specific information, be sure to consult your command career counselor.*

---

### Categories of Retired Personnel

---

#### Regular Navy Retired List

Consists of Regular Navy officers and enlisted personnel who are entitled to retirement pay under any provision of law. They are subject to the Uniform Code of Military Justice and to the orders and regulations of the Secretary of the Navy. They may be ordered to active duty in time of war or national emergency at the discretion of the Secretary of the Navy but may be ordered to active duty at other times only with their consent.

#### Fleet Reserve

Consists of former warrant and commissioned officers and enlisted personnel of the Regular Navy and Naval Reserve who have been transferred to the Fleet Reserve upon completion of 20 years or more of active military service

including constructive service earned through Dec. 31, 1977. Members of the Fleet Reserve are entitled to receive retainer pay when released to inactive duty. They are subject to the Uniform Code of Military Justice and to the orders and regulations of the Secretary of the Navy. They are subject to recall to active duty without their consent in the event of war or national emergency.

#### Naval Reserve Retired List

Composed of members (not including former members) of the Naval Reserve entitled to retired pay. Retired members of the Naval Reserve may be ordered to active duty without their consent but only if the Secretary of the Navy, with the approval of the Secretary of Defense, determines that there are not enough qualified Reserves in an active status.

#### Retired Reserve

Consists of reservists who have been transferred to the Retired Reserve without pay.

#### Temporary Disability Retired List

Consists of members who have been found to be temporarily unable to perform the duties of their rank or rating by reason of physical disability which may be of a permanent nature. For more details, see *Disability Separation* (NAVEDTRA 46601 series), published by the American Forces Information Service, Department of Defense, Washington, D.C.

#### Permanent Disability Retired List

Consists of members who have been found to be permanently unable to perform the duties of their rank or rating by reason of physical disability which is of a permanent nature. For more details, see *Disability Separation* (NAVEDTRA 46601 series).

---

### Computation of Retired/ Retainer Pay

---

There are various provisions of law under which Navy retired pay may be computed. Any active duty member who has a question regarding the par-



# Navy Rights & Benefits

ticular formula to be used in computing his Navy retired pay should consult a career counselor. Any retired member who has a question regarding the particular computation formula should address an inquiry to the Navy Finance Center (See the list of important addresses which accompanies this article).

For your own protection and to preclude misinterpretation of information furnished, questions regarding your retired pay should be submitted to the Finance Center by letter rather than by telephone.

Public Law 94-440 of Oct. 1, 1976, provides for cost-of-living increases on March 1 and September 1 each year. The cost-of-living increases are based on the rise in the Consumer Price Index (CPI) published by the Department of Labor.

The following example illustrates how a Fleet Reserve retainer payment is computed.

Chief Smith is an E-7 who transfers to the Fleet Reserve after 23 years of ac-

tive service. His basic pay is \$1164.90 (E-7 over 22). The percentage of his basic pay paid to him as retainer pay is computed at  $2\frac{1}{2}$  percent times total number of years' active service. ( $2\frac{1}{2}\% \times 23 = 57.5\%$ ). Therefore, his gross retainer pay equals 57.5 percent of \$1164.90 or \$669.81 per month. This amount—less applicable state, federal or other taxes; Federal Insurance Contributions Act (FICA) and any registered allotments by the member—equals his monthly retainer check from the Finance Center.

If you registered allotments while on active duty, they may remain in effect when you are transferred to the Fleet Reserve or are retired, provided that the total amount allotted is less than the anticipated net retired or retainer pay. Such allotments will continue to be deducted from your retired pay unless you stop or change them.

You may register allotments of retired pay only for the premiums of life insurance on your own life or family

type insurance which includes your life. You may also register Treasury allotments which may be used to repay indebtedness to another U.S. Government agency; allotments for U.S. Savings Bonds and allotments for the support of spouse, former spouse(s), and/or your children not residing with you. Once allotments are registered, they will remain in effect until the Navy Finance Center receives notice of change.

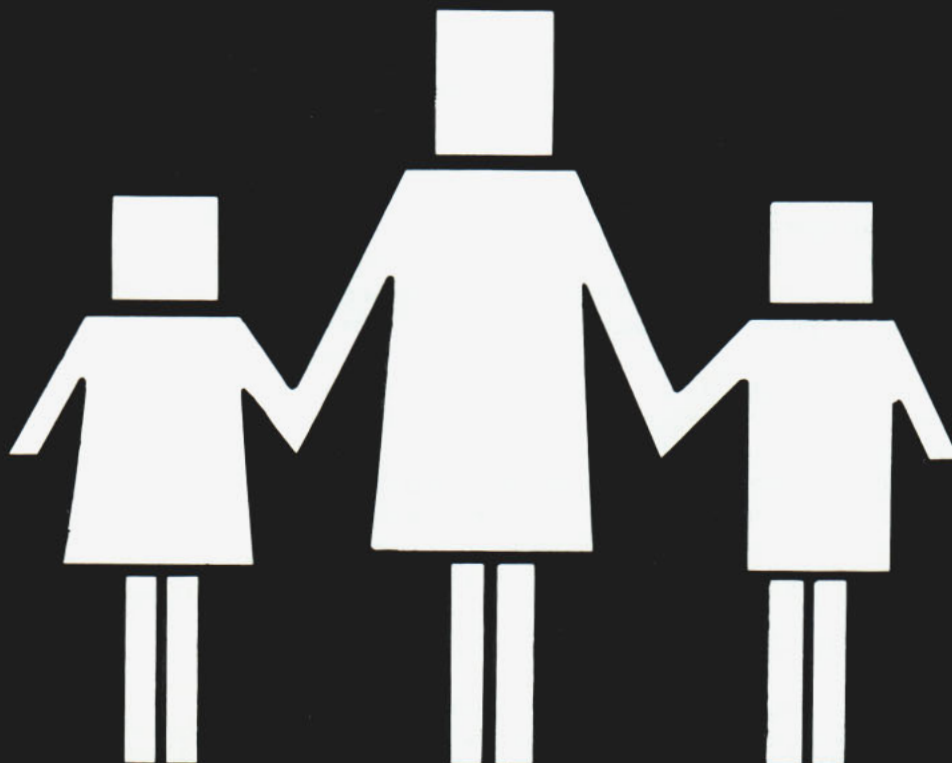
---

## Survivor Benefit Plan

---

Established in 1972, the Survivor Benefit Plan (SBP) replaces the Retired Serviceman's Family Protection Plan (RSFPP) for all military personnel who retire with pay on or after Sept. 21, 1972.

It is a survivor benefit program which complements the survivor benefits of social security. The plan provides all career members of the uniformed serv-





ices who reach retirement eligibility, including reservists who qualify for retired pay at age 60, an opportunity to leave a portion of their retired pay to their survivors at a reasonable cost. The Survivor Benefit Plan was the subject of the first installment of this Rights and Benefits series in the December 1978 issue of *All Hands*.

### Travel, Shipment and Storage of Household Goods

A regular Navy or Naval Reserve member on active duty who is retired for physical disability, placed on the Temporary Disability Retired List or retired with pay for any other reason—including transfer to the Fleet Reserve—with eight or more years of continuous active duty immediately preceding retirement, may select a home location and receive travel allowances from the last duty station to the selected location.

The home selected does not have to agree with the home of record. However, once a member has selected a home and traveled to it, the selection is irrevocable as far as receipt of travel allowance is concerned.

Travel to the selected home must, in general, be completed within one year after termination of active duty. Exceptions to the one-year time limit may be made when a member is undergoing treatment at a government hospital (or civilian hospital at government expense) on the date of termination of active service or is hospitalized or undergoes treatment at any time during the year following retirement, when a member is undergoing education or training on the date of retirement in order to qualify for acceptable civilian employment or begins such education or training within the one-year period following retirement, or for other deserving cases.

### Travel of Dependents

Upon retirement from the Navy, all officers and enlisted personnel in the grades of E-4 with over two years of service and E-5 through E-9 are entitled to transportation of their dependents to the same location that the member

**Table 1. Summary of Authorizations and Restrictions for Shipping and Storage of Household Goods**

Authorization	Restrictions
You may select a home of your choice and have your household goods, within your authorized weight allowances, shipped from your last duty station to the home selected.	Once you have selected a home and traveled to it, your selection is irrevocable as far as reimbursement for travel or shipment of household goods is concerned.
You may also have household goods shipped from any previous duty station, from a designated place in the United States, from storage, or any combination thereof to home selected for the purpose of receiving travel allowances for your travel.	If shipment is desired to other than the home of selection, see your Personal Property Transportation Officer regarding cost limitations. Goods must be turned over to a transportation officer or carrier for shipment within one year after termination of active duty.*
You may put all or any portion of your household goods in nontemporary storage in local commercial or government facility storage.	Transportation officer will select commercial or government facility storage whichever is more economical. Period of nontemporary storage may not exceed one year from date active duty was terminated.
You may have your household goods which were placed in nontemporary storage shipped to the selected home. See your shipping officer regarding entitlement to temporary storage, when necessary, incident to shipment from nontemporary storage.	Goods must be turned over to a transportation officer or carrier for shipment within one year after termination of active duty.*
Your household goods which were not placed in nontemporary storage may be placed in temporary storage pending shipment to the selected home.	Ninety days temporary storage is authorized in connection with a shipment to the selected home. An additional 90 days may be authorized if a detailed statement of circumstances beyond your control is furnished the shipping officer to support your request for storage in excess of 90 days. Storage beyond 180 days is not authorized.
You may have articles required for immediate use shipped to selected home by an expedited mode.	See your Personal Property Transportation Officer for entitlement.

**NOTE:** For complete details regarding storage and shipment of household goods, see your Personal Property Officer.

\* Exceptions to the time limit for shipment and storage of household goods are made in those instances described in the above section on travel of Navy members and their dependents.



# Navy Rights & Benefits

has selected for his or her personal travel.

Dependents must also perform travel within one year after termination of the member's active duty with the same exceptions that apply to the member.

## Household Goods Shipment and Storage

The authorization and restrictions for shipping and storage of household goods are summarized in Table 1.

## Base Facilities and Other Privileges

Members retired with pay are privileged to use American forces base facilities subject to the availability of space, facilities and capabilities of the activity. Reserve personnel retired in a non-pay status are not entitled to these privileges.

The commanding officer of the service activity determines whether or not base facilities are available to retired personnel. It must be remembered that the commanding officer must first take into consideration the number of active duty personnel that must be served by the base. The use of a base facility is a privilege which may be granted, not a right to which a retired member is automatically entitled.

## The United States Naval Home

The United States Naval Home, Gulfport, Miss., is a naval station maintained to provide a home for officers and enlisted personnel of the Navy and Marine Corps and of the Coast Guard (when they served in that organization at the time it operated as part of the Navy) who may be entitled to admission.

The home, under management control of the Naval Military Personnel Command, is available to officers and enlisted members (male and female) who have been separated from service under honorable conditions or who are eligible to receive retired pay and who are unable to support themselves by manual labor.

Applicants must be of suitable moral

character and must be in such physical condition at the time of entry into the home that they can be adequately cared for by the existing facilities.

## Medical Care

The terms USHBP and CHAMPUS apply to one of the most important benefits available to retired members with dependents—especially the member who heads a growing family.

- USHBP stands for the Uniformed Services Health Benefits Program, one of the most comprehensive programs of medical benefits in the United States today.

Covered under USHBP are retired members, dependents of retired members, and survivors of deceased active duty or retired members.

The program's benefits are available either in a uniformed services medical facility (Navy, Army, Air Force and certain Public Health Service facilities) or in civilian facilities under the part of the USHBP called CHAMPUS (Civilian Health and Medical Program of the Uniformed Services).

- CHAMPUS is that part of the overall USHBP program which provides for medical care for retired members and dependents in civilian facilities (civilian hospitals, clinics, doctors' offices, doctors' visits, etc.).

You don't have to subscribe, enroll or pay premiums for the benefits of USHBP. The key is an ID card. Make sure your authorized dependents have current cards.

Don't expect dental care under USHBP because Congress did not intend that it be a dental care program. "Denticare" legislation is being considered by Congress and may be available in the future. There is some authorized dental care under USHBP, but it is generally that dental care which is medically necessary in the treatment of an otherwise covered medical (not dental) condition, is an integral part of the treatment of such medical treatment, and is essential to the control of the primary medical condition.

USHBP belongs to all the uniformed services and the commissioned corps

of the Public Health Service (PHS) and the National Oceanic and Atmospheric Administration.

For further information on USHBP and CHAMPUS, see the second installment of this Rights and Benefits series in the January 1979 issue of *All Hands*.

## Veterans Benefits for Retirees

For a comprehensive look at veterans benefits see the September 1979 issue of *All Hands*.

The Veterans Administration (VA) is the agency responsible for administering the major veterans' programs authorized by Congress. Retirement has been considered the same as discharge for the purpose of VA benefits. Therefore, the benefits administered by the VA which are available to personnel being separated or discharged from active service are available under the same conditions to retired personnel.

Eligibility of individual retired members for specific VA benefits must be determined by the VA. The Navy Department has no control over benefits authorized by law and payable by other Government agencies. The percentage of disability determined by the Navy for retirement purposes does not affect the determination of percentage of disability determined by the VA for VA benefits. The role of the Navy Department consists only of furnishing to the VA information which might be requested by that agency concerning the retired Navy member's military service and military retired pay.

The VA has regional offices and centers throughout the United States. Questions concerning VA benefits should be addressed to the nearest VA office.

To assist the VA in providing efficient service, you should submit a copy of your retirement orders or DD 214N when first seeking a benefit. Always give your full name, address, and social security number. When contacting the VA about benefit claims, address your regional office and give your VA file or claim number.

The VA is authorized by law to guarantee loans for homes; to administer the National Service Life Insurance,



United States Government Life Insurance, Servicemen's Group Life Insurance and Veterans Group Life Insurance programs; to provide medical benefits to disabled veterans and veterans of wartime service; to administer financial benefits payable to eligible veterans and their survivors; to provide special training and other aids to disabled veterans; to provide educational assistance or benefits for veterans, depending on their service dates; to administer the contributory educational assistance program for veterans who entered active duty on or after Jan. 1, 1977, and to administer certain burial benefits.

### Federal and State Benefits

#### Unemployment Compensation

Your eligibility for unemployment compensation will be determined by the law of the state in which you file a claim. Receipt of retirement pay may prohibit or reduce payment of un-

employment compensation in some states. Also, receipt of lump-sum payment for days of accrued, but unused, military leave may postpone payment of unemployment compensation in some states.

You may receive unemployment compensation for ex-servicemen (Title 5, U.S. Code, Chapter 85) if you meet the following requirements:

- ◆ At least 90 days' continuous active service, with discharge under conditions other than dishonorable or bad conduct.

- ◆ Unemployment occurring at the time of filing.

- ◆ Any other eligibility conditions prescribed by the state against which the member files a claim.

Benefits will not start until after:

- ◆ Any period for which you are receiving certain educational or vocational training allowances from the Veterans Administration.

- ◆ The applicable waiting period, if any, provided by the law of your state.

The local office of the state employment service should be contacted to determine eligibility. If there is no office in your locality, ask the local Postmaster for the address of the nearest office. In applying you will need separation form DD 214N, your social security card, and record of civilian employment, if any, both before and after military service.

#### Federal Civil Service Preference

Retired persons, by reason of their military service, may be eligible for preference in competitive examinations for an original Civil Service appointment.

Five points are added to the earned rating of an applicant who makes a passing grade and is an honorably separated veteran who served on active duty in the armed forces:

- ◆ During any war (the official dates for war service are Apr. 6, 1917, to July 2, 1921, and Dec. 7, 1941, to Apr. 28, 1952).

# Fleet Reserve



of the  
**United States Navy**



# Navy Rights & Benefits

- During the period Apr. 28, 1952, through July 1, 1955.

- In any campaign or expedition for which a campaign badge or service medal has been authorized.

- For more than 180 consecutive days, any part of which occurred after Jan. 31, 1955, and before Oct. 15, 1976, not counting an initial period of active duty for training under the six-month Reserve or National Guard programs.

Ten points are added to the earned rating of an applicant who makes a passing grade and who establishes a claim to preference as having active wartime or peacetime service and has a service-connected disability or is receiving compensation, disability retirement benefits, or pension under the laws administered by the Veterans Administration, Army, Navy, Air Force, Coast Guard, or Public Health Service. A veteran who has been awarded the Purple Heart for wounds received in action is considered to have a service-connected disability.

- In some cases, a 10-point veteran's preference also may be awarded to the spouse of a 10-point veteran with a service-connected disability.

- The unmarried spouse of an honorably separated veteran who served on active duty during any war, or during the period Apr. 28, 1952, to July 1, 1955, or in any campaign or expedition for which a campaign badge or service medal was authorized. This includes the widow or widower of those who died on active duty during the same periods.

- The mother of a veteran who died under honorable conditions while on active duty during the same period, or who became permanently and totally disabled because of a service-connected disability, provided she is widowed, divorced, or separated from the father or he is permanently and totally disabled.

## **VA Educational Assistance to Children, Spouses, and Surviving Spouses of Disabled or Deceased Retirees**

Educational assistance is available under the Dependents' Educational Assistance Program to the children, spouses, or surviving spouses of members retired with total and permanent

disability or deceased retired members if the disability or death was a result of service in the armed forces during any period after the beginning of the Spanish-American War on April 21, 1898.

Age limits of children are generally between 18 and 26. But, in some instances, children below or above those age limits who are otherwise eligible may be permitted to receive assistance. Benefits will be afforded beyond an eligible person's 31st birthday only to permit completion of an unexpired semester or an incompleting course in an educational institution not operating on a semester or quarter system.

Applications and further information are available from the VA regional office serving the state or area in which the child is living.

## **GI Bill Educational Benefits**

The GI Bill Educational Benefits for eligible veterans is explained in the tenth article in our series on Navy Rights and Benefits. See the September 1979 issue of *All Hands*.

## **Other Educational Assistance**

The Navy itself has no funds for the purpose of awarding scholarships or any other form of student aid to dependents of naval personnel. Through the years, however, individuals, institutions and wives' clubs have established scholarship funds for sons and daughters of Navy, Marine Corps and Coast Guard members and former members. These groups establish eligibility criteria for their awards, maintain control of the funds, and appoint their own selection committees to determine the recipients. The role of the Director of the Naval Military Personnel Command is to provide a centralized source of informational material and applications in the Dependents Scholarship Program and to process the applications and school transcripts before submitting them for consideration to the various sponsors of the award.

The deadline for receipt of application and transcripts at the Naval Military Personnel Command is March 15 prior to the fall term of college.

As new groups and individuals are frequently added to the list of scholar-

ship sponsors, and new information becomes available, *The Scholarship Pamphlet* (NAVPERS 15003 series), available from NMPC, and the application procedures are reviewed each year. Therefore, it is wise to request the current material before making application.

In addition, many educational institutions have loan funds from which a student may borrow to assist in meeting education expenses. Inquiry should be made to the college or university which the student is attending or plans to attend.

The Navy Relief Society offers interest-free loans to assist Navy and Marine Corps service members' dependent children in obtaining a college education or vocational training after completion of high school.

Children eligible for assistance are unmarried dependent sons and daughters (including stepchildren and legally adopted children) of:

- Personnel of the Regular Navy and Marine Corps of the United States.

- Personnel of the Reserve components when on extended active duty.

- Retired Regular or Reserve Navy or Marine Corps personnel who are in receipt of retired or retainer pay after 20 years, active duty or who have been medically retired.

---

## **Benefits From Private Organizations**

---

### **Navy Relief Society**

Personnel on the retired list of the regular Navy and Marine Corps and reservists who are in receipt of retired or retainer pay after 20 years, active duty or who have been medically retired retain their eligibility to use the various services offered by the Navy Relief Society. For more information on the Navy Relief Society, see the fourth in our series on Navy Rights and Benefits in the March 1979 issue of *All Hands* or contact the nearest auxiliary, branch or office of the Society.

### **American Red Cross**

The American Red Cross, through the combined efforts of staff in local



chapters and in Veterans Administration offices, assists in preparing and developing claims for VA benefits.

Chapter and national organization staff help with requests for review and correction of military records. Chapter workers also help with applications for other federal and state benefits, including those available under the Survivor Benefit Plan.

The Red Cross provides information about, and help in obtaining, needed services from other agencies, offers counseling in personal and family problems, and assists in planning to meet financial needs.

By agreement with the Navy Relief Society, in areas where there is no Navy Relief Auxiliary, Navy and Marine Corps personnel and their dependents may apply through the Red Cross. If Navy Relief authorizes assistance, Red Cross will advance the funds and be reimbursed by the Society.

The local chapter serving your community may be contacted for further information about its program, the services offered and the opportunity for you to serve as a Red Cross volunteer helping other active and former Navy and Marine Corps personnel.

### **Veterans' and Other Organizations**

Seventy organizations, including state agencies, have been authorized to present and prosecute claims to the Veterans Administration on behalf of veterans and their dependents. These are either chartered by Congress, designated by Congress, or otherwise recognized by the Veterans Administration. Only one organization may represent you at any one time. Contact the local chapter of veterans' organizations for further details.

---

### **Death and Burial of Retired Members**

---

The Casualty Assistance Branch of the Naval Military Personnel Command will, upon request from survivors of deceased retirees, inform them of benefits for which they may qualify through the Navy and other agencies by reason of the service of the deceased.

This service is furnished in lieu of that provided through the Casualty Assistance Calls Program in the case of death of active duty members. This assistance may also be requested from the nearest naval activity.

The surviving spouse or immediate survivor of the retired member may also receive advice and assistance from various service and veterans' organizations. Representatives of these organizations will be glad to furnish aid in completing any required forms and information concerning benefits.

There is no charge for gravesites or for the opening or closing of graves in a national cemetery. However, expenses incident to preparation, casketing or transportation of remains from the place of death to a national cemetery must be met from private funds.

Both the VA and the Social Security Administration provide partial reimbursement of burial expenses under certain conditions, regardless of whether the burial is in a national cemetery.

A member or former member whose last active service terminated honor-

ably is eligible for burial in any national cemetery, except Arlington, in which grave space is available.

If an individual—retiree or dependent—wishes to be buried at sea or to have cremated remains scattered over the ocean, that wish should be indicated in writing. Upon death, the individual designated to make disposition of the remains should contact the District Medical Officer at the nearest Naval District who will provide assistance.

A headstone or grave marker is available without charge for any deceased veteran of wartime or peacetime service whose last period of active service was terminated honorably. The VA also will allow a maximum of \$50 toward the purchase price of a headstone or grave marker if it is more desirable to purchase one from a commercial supplier. Application for reimbursement may be made on VA Form 21-8834, Application for Reimbursement of Headstone or Marker Expenses.

An American flag will be furnished by a VA office or a first-class post office to drape the casket of each retired





# Navy Rights & Benefits

member. The flag is delivered to the next of kin following interment.

The renditions of military ceremonies or honors depends upon the status of the decedent and upon the availability of American forces troops at an armed forces installation near the national cemetery. If it is determined by the commander of such installation that troops are not available, the next of kin or his representative may be able to arrange for the rendition of honors by members of local veterans' organizations.

For more information on Death and Burial benefits of retired members, see the first in this series on Navy Rights and Benefits in the December 1978 issue of *All Hands*.

## Check-off List for Retired Personnel and Survivors

The head of a family should make things easier for that family by having

papers in order to inform dependents of their rights and benefits.

### Retired Member

Protect your family. Read and review the *Navy Guide for Retired Personnel* (see the publications chart accompanying this story) with your family. Keep them informed of their rights and benefits. Complete the Record of Personal Affairs found in the guide.

Keep your address current. Notify, as appropriate, the Naval Reserve Personnel Center, Navy Finance Center, Veterans Administration and the Naval Military Personnel Command.

Safeguard your records. Keep copies of your naval records and retirement papers orderly and in a safe place. Members who elected participation under the Survivor Benefit Plan should include information to that effect. Pre-September 21, 1972 retirees who retained coverage under the Retired Servicemen's Family Protection Plan (RSFPP) should

keep RSFPP Election Notice with important papers. Information from these records will be needed to apply for certain benefits.

Keep your beneficiary current. Make changes as necessary due to change in marital status, deaths, etc.

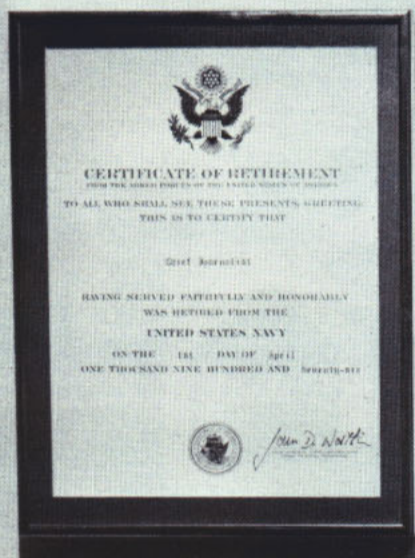
Correspondence concerning benefits. In all correspondence, identify yourself completely by full name, rank/rate, service/file number, social security number and branch of service. If corresponding with the VA, include your claim number.

Periodic check on Social Security.

Check, approximately every three years, your Social Security status.

Periodic check on insurance policy. Check your insurance policies periodically to insure current beneficiary. Holders of term contracts should consider converting to permanent plan insurance.

Obtain and read the applicable publications in the accompanying list.





## Survivors

Burial in a National Cemetery, reimbursement of burial expenses and headstone information described above.

Notification in event of members' death. Immediately upon death of retired member, forward copy of death certificate to the Navy Finance Center.

Give current address for yourself or executor of estate. This will assist in expediting payment of survivor benefits.

Review the Personal Affairs Record. Verify essential information concerning retired member and location of important documents.

Benefits for survivors. Don't hesi-

tate to apply for any benefits to which you think you are entitled. Enclose all documents required by application.

Advice and assistance. Contact the VA, Red Cross, appropriate veterans' organizations, Casualty Assistance Branch of the Naval Military Personnel Command, or any naval activity for additional information and help.

---

# Publications of Interest to Retirees

---

---

## Retirement and Other Benefits

---

*Disability Separation* (NAVEDTRA 46601 series). American Forces Information Service, Department of Defense. Contains information about procedures leading to disability retirement or discharge and describes benefits accruing when physical disability ends an active military career.

*Federal Benefits for Veterans and Dependents* (VA Fact Sheet IS-1). Washington: Government Printing Office. Contains general information concerning most Federal benefits enacted by the Congress for veterans, their dependents, and beneficiaries.

*Once a Veteran* (NAVEDTRA 46602 series). American Forces Information Service, Department of Defense. Contains information on benefits available from the Veterans Administration and other federal agencies for service members who are to be released from active duty.

*Reference Guide to Employment Activities of Retired Naval Personnel* (NAVSO P-1778). Office of the Judge Advocate General, Department of the Navy, Washington, D.C. 20370. Explains the Dual Compensation Act, conflict of interest and other restrictions on civilian employment.

*Your Social Security*. Social Security Administration, U.S. Department of

Health, Education and Welfare. Contains information concerning social security benefits as a result of service.

*Your Personal Affairs* (NAVEDTRA 46600 series). Office of Information for the Armed Forces, Department of Defense. Contains general information about matters affecting the personal affairs, including insurance and benefits, of service members and their families.

*Veterans Preference in Federal Employment* (EV 2), U.S. Office of Personnel Management, Washington: Government Printing Office. Explains the preference given to veterans in federal employment.

*Retired Military Personnel in Federal Jobs* (EV 4), U.S. Office of Personnel Management, Washington: Government Printing Office. Explains the restrictions imposed upon retired military personnel in federal employment.

*Federal Job Information Centers Directory* (BRE-9), U.S. Office of Personnel Management, Washington, D.C. 20415. A listing of Federal Job Information Centers throughout the U.S. where answers can be provided to questions about federal employment.

*Your Retirement System* (Pamphlet 18). U.S. Office of Personnel Management, Washington, D.C.: Government Printing Office (\$3.00). Contains questions and answers concerning the Federal Civil Service Retirement Law.

---

## Tax and Insurance

---

*Armed Forces Federal Income Tax* (NAVSO P-1983). Office of the Judge Advocate General, Navy Department, Washington, D.C. 20370. Covers most of the federal income tax problems encountered by active duty personnel.

*Tax Credit for the Elderly* (Publication No. 524). This document may be obtained free from District Directors of Internal Revenue.

*National Service Life Insurance* (VA Pamphlet 90-3). Veterans Administration. Contains information on premium rates on National Service Life Insurance.

*United States Government Life Insurance*. (VA Pamphlet 9-1). Veterans Administration. Contains information on premium rates on United States Government Life Insurance.

*Servicemen's and Veterans Group Life Insurance Handbook* (VA Handbook 29-75-1). Veterans Administration. Contains general information on Servicemen's Group Life Insurance and Veterans Group Life Insurance.

*Survivor Benefit Plan for Retired Members of the Uniformed Services* (NAVEDTRA 0503-LP-003-0280). American Forces Information Service, Department of Defense. Contains information about the Survivor Benefit



# Navy Rights & Benefits

Plan under which members of the armed forces can provide incomes for their widows and eligible surviving children after their death. (Each prospective retiree should be provided a copy.)

Additionally, the three publications described below contain comprehensive, up-to-date information on military retirement that the retiree should find particularly useful.

*Navy Guide for Retired Personnel and Their Families*, (NAVPERS 15891 series). Provides detailed information on retired rights, benefits and privileges. In accordance with *BuPers Manual* Art. 6220120, this publication will be provided to career personnel prior to retirement. Copies may be ordered in accordance with NAVSUP 2002, COG I stock No. 0500-LP-345-1020. After retirement, current editions may be purchased from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402.

*Shift Colors* (formerly the *Retired Naval*

*Personnel Newsletter*). Published quarterly, updates information provided in the *Navy Guide for Retired Personnel and Their Families* and serves as an official line of communication between the Navy and members of the retired community to keep them informed of new legislation, significant changes in regulations and policy, and recent developments in the Navy. Retirees' names are entered automatically on the subscription list. Members who, for some reason, do not receive an issue within six months after retirement should contact the Editor, *Shift Colors*, NMPC 641E, Washington, D.C. 20370.

*Uniformed Services Almanac*. An unofficial digest of information on military pay and benefits. Mail all orders and communications to *Uniformed Services Almanac*, P.O. Box 400, Washington, D.C. 20044.

---

## Periodicals

---

*All Hands*. Navy Internal Relations Ac-

tivity, Office of the Chief of Information, Washington: Government Printing Office, Washington, D.C. 20402.

*Journal of the Armed Forces*. 1710 Connecticut Avenue, NW, Washington, D.C. 20009.

*Naval Affairs*. Fleet Reserve Association, 1303 New Hampshire Avenue, NW, Washington, D.C. 20036.

*Sea Power*. Navy League of the United States, 818 18th Street, SW, Washington, D.C. 20006.

*Navy Times*. Army Times Publishing Company, 475 School Street, SW, Washington, D.C. 20024.

*The Retired Officer*. Retired Officers Association, 201 North Washington St., Alexandria, Va. 22314.

*The United States Naval Institute Proceedings*. United States Naval Institute, Annapolis, Md. 21402.





## WHERE TO GO FOR INFORMATION

IF YOU HAVE QUESTIONS: GET ANSWERS FROM:		IF YOU HAVE QUESTIONS: GET ANSWERS FROM:	
Your orders transferring you to the Navy's retired/Fleet Reserve lists.	Director, Retirement/Fleet Reserve Div. Naval Military Personnel Command (NMPC-23) Navy Department Washington, D.C. 20370	Government publications	Superintendent of Documents U.S. Government Printing Office Washington, D.C. 20402
Service Record information and verification of dependent ID cards.	Naval Reserve Personnel Center New Orleans, LA 70149	Uniformed Services Health Benefits Program (USHBP) or the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS)	The Health Benefits Counselor at the nearest Navy or Marine Corps command or,  The Surgeon General of the Navy (USHBP-CHAMPUS Office) Bureau of Medicine and Surgery, Washington, D.C. 20372
Retired pay and allowances, SBP annuities or arrears of pay	Navy Finance Center Retired Pay Department (NFC-30) Anthony J. Celebrezze Federal Bldg. Cleveland, Ohio 44199		
Miscellaneous Navy retirement assistance	Retired Personnel Support Section Naval Military Personnel Command (NMPC-641E) Navy Department Washington, D.C. 20370	Admission to the United States Naval Home	Governor, United States Naval Home Gulfport, Miss. 39501
Who to notify when retiree dies	Navy Finance Center Retired Pay Department (NFC-302) Anthony J. Celebrezze Federal Bldg. Cleveland, Ohio 44199	Federal government Civil Service retirement system	Bureau of Retirement Insurance and Occupational Health U.S. Civil Service Commission Washington, D.C. 20415
Change of next of kin or beneficiary if you hold National Service Life Insurance or United States Government Life Insurance	The Veterans Administration office that maintains your insurance records.	Homesteading public lands auctioned by the U.S. Government	Bureau of Land Management Department of the Interior Washington, D.C. 20240
If you hold Servicemen's Group Life Insurance	Office of Servicemen's Group Life Insurance 212 Washington St., Newark, N.J. 07102	Financial aid programs under the U.S. Office of Education	Office of Education U.S. Department of Health, Education and Welfare, Washington, D.C. 20202
Verification and issuance of medals or unit awards	National Personnel Records Center Military Records Branch 9700 Page Boulevard St. Louis, Mo. 63132	Education scholarships under the Dependents' Scholarship Program	Community and Personal Services Division Naval Military Personnel Command (NMPC-641A1, Washington, D.C. 20370
Articles, books, scripts or speeches you have prepared for commercial publication and desire a review of for security, accuracy and policy.	Office of the Chief of Information (OI-211), Navy Department Washington, D.C. 20350	Assistance from the Navy Relief Society	The local chapter of the Navy Relief Society or,  The local chapter of the American Red Cross or,  Headquarters, Navy Relief Society Room 1228, 801 North Randolph St. Arlington, Va. 22203
Passports	Passport Office Department of State, Washington, D.C. 20524	Assistance to survivors of deceased retirees	Casualty Assistance Branch Naval Military Personnel Command (NMPC-642) Washington, D.C. 20370
		Application for headstone or grave marker	Director, Monument Service Veterans Administration 811 Vermont Ave., N.W. Washington, D.C. 20420



# Mail Buoy

## My Brother

SIR: The picture on page 8 of the July 1979 issue is of my brother who survived World War II and continued on with the submarine force, eventually retiring in March 1961. For your reference, the gentleman grasping the box is Tudor F. Davis, TMC (SS), USN (Ret).—Ronald G. Davis.



• Guess it was just meant to be—our selecting a World War II photo of your brother to illustrate a feature in our July 1979 issue. Just goes to show it's a small world after all.—ED.

## Disposition of Fines

SIR: What is the disposition of any fines

or deduction from pay of any enlisted man or any other person of the armed forces? Is this money from fines, etc., returned to the military for whatever it may be deemed fit or returned to the budget as not being used?—Edward J. Minor.

• Money obtained from fines administered to Navy personnel goes to an account called unfunded reimbursements to cover some of the Navy's expenses.—ED

## Wrong Rank

SIR: The entry regarding the Uniformed Services University on page 7 of the July 1979 issue of *All Hands* contains a factual error. Students entering the School of Medicine are commissioned in pay grade O-1, regardless of prior status (civilian, enlisted, or officer). Graduates are promoted to pay grade O-3.—CPT Robert K. Gifford, MSC, USA.

## NAP Jones

SIR: I thoroughly enjoyed your article in the September *All Hands* about MCPO R. K. Jones, last of the Naval Aviation Pilots. I had the distinct pleasure of flying with Master Chief Jones at NAS Barbers Point around 1965. At that time he was flying, and instructing, in everything from the T-33B jet trainer to the four-engine C-54.

I can personally attest to Master Chief Jones' professionalism. I don't think I've ever flown with anyone more attuned to the

requirements of his profession and justifiably confident of his own ability; or anyone who enjoyed his work more.

No doubt the many Naval Aviators who learned from him will be glad to know that he is still going strong.—CAPT E. R. Gilkison.

## F-18 Hornet

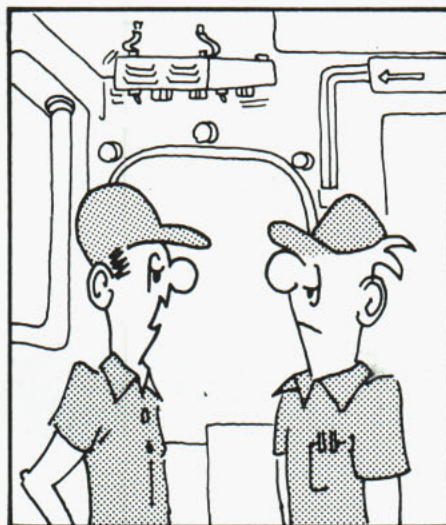
SIR: In your September issue, the facts speak for themselves—the F-18 *Hornet* is an impressive airplane. I feel, however, you made one small error; the last paragraph in the "Engines" section should have read, "experience has shown that in combat, a single seat fighter force loses more airplanes...."—CPT R.F. Foley, USMC.

• We contacted the project manager involved and received the following reply:

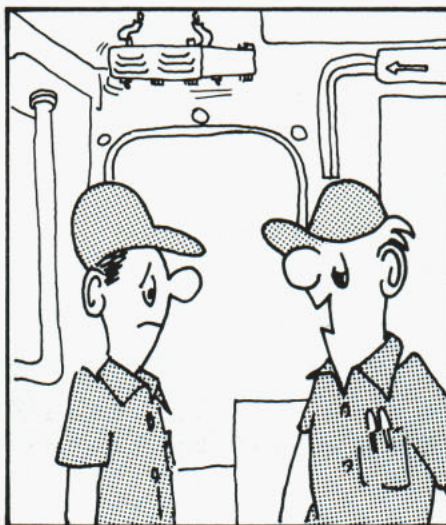
"It has been argued that single seat aircraft lose more in Air Combat Missions (ACM) than two-seat aircraft due to the additional set of eyes. The issue in the article is how many engines. We believe the data shows single engine aircraft losses due to engine problems are greater than two engine aircraft."—ED.

## UT1 not HT1

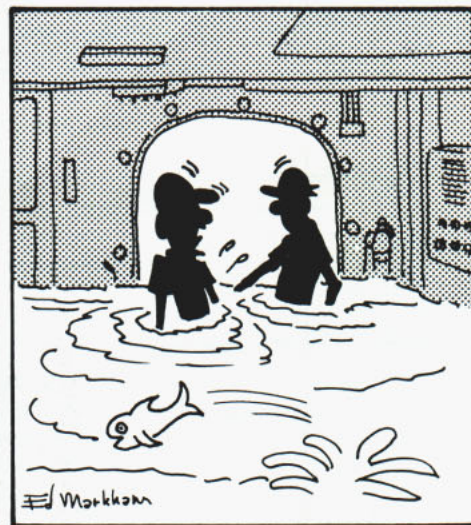
SIR: In the October issue, the article about the Sailors of the Year had a mistake in the accompanying table showing winners since 1972. The 1978 Shore winner was UT1 C.D. Bowles, not HT1.—CWO2 S.F. Lowe.



"Man, that's the worst storm I've seen in years!"



"Don't you think you're exaggerating a little bit?"



"Nope."



# Stern Shots

Have you ever been at a military ceremony, counting the number of rounds fired in salute, and wondering which crack of the gun would be the final one? Try this quiz and see if you know the proper number of rounds and the type of music to be played for each VIP listed.

VIPs	No. of Rounds	Music
1. President of the United States	_____	_____
2. Secretary of the Navy	_____	_____
3. Lieutenant General	_____	_____
4. Under Secretary of the Air Force	_____	_____
5. U.S. Ambassador	_____	_____
6. Rear Admiral	_____	_____
7. Brigadier General	_____	_____
8. Vice President of the United States	_____	_____
9. Admiral	_____	_____
10. Former U.S. President	_____	_____

Number of gun rounds: 11, 13, 15, 17, 19, 21

Type of Music: A. Hail to the Chief; B. Hail Columbia;  
C. Star Spangled Banner; D. Honors March;  
E. General's March; F. Flag Officers' March

Answers: 1-21, A or C; 2-19, D; 3-15, E; 4-17, D; 5-19, C; 6-13, F; 7-11, E; 8-19, B; 9-17, F; 10-21, F.





**“People Open Up to Me” • See Page 6**